

The Effect of Work Motivation on Village Office Performance with Work Discipline as an Intervening Variable in Padamara District, Purbalingga Regency

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Abstract. *Public service is one of the primary functions of government in meeting the needs of the community. As the provider of public services, the government is required to provide effective, efficient, and high-quality services to the public. In the context of village governance, village officials play a strategic role as implementers of administrative services and village governance, directly interacting with the community. The position and role of villages in the government system in Indonesia is increasingly strengthened by the implementation of Law Number 6 of 2014 concerning Villages, which grants villages broader authority to regulate and manage local community interests based on community initiatives, ancestral rights, and prevailing socio-cultural values. With this authority, village governments are required to administer village governance in a professional, transparent, and accountable manner, particularly in providing public services to the community. In the implementation of village governance, village officials are a crucial element responsible for carrying out government administration duties and providing services to the community. The good performance of village officials will significantly determine the quality of public services provided to the community. The better the performance of village officials, the better the quality of services received by the community.*

Keywords: *Discipline; Motivation; Village; Work.*

1. Introduction

Public service is one of the primary functions of government in meeting the needs of the community. As the provider of public services, the government is required to provide effective, efficient, and high-quality services to the public. In the context of village governance, village officials play a strategic role as implementers of administrative services and village governance, directly interacting with the community.

The position and role of villages in the government system in Indonesia is increasingly strengthened by the implementation of Law Number 6 of 2014 concerning Villages, which grants villages broader authority to regulate and manage local community interests based on community initiatives, ancestral rights, and prevailing socio-cultural values. With this authority, village governments are required to administer village governance in a professional, transparent, and accountable manner, particularly in providing public services to the community.

In the implementation of village governance, village officials are a crucial element responsible for carrying out government administration duties and providing services to the community. The good performance of village officials will significantly determine the quality of public services provided to the community. The better the performance of village officials, the better the quality of services received by the community.

Based on a pre-survey at the Gemuruh Village Government Office, Padamara District, Purbalingga Regency, the performance of village officials still faces various problems that impact the quality of public services. This is reflected in the less than optimal achievement of performance targets set by the village government, particularly in the field of administrative services to the community. Based on the results of the pre-survey conducted at the village government in Padamara District, Purbalingga Regency, several problems were still found related to the performance of village officials in administrative services to the community. These problems are evident in the less than optimal achievement of the target of timely administrative services in each village. The data on the achievement of administrative services by village officials in Padamara District, Purbalingga Regency.

2. Research Methods

This study employed a quantitative approach, employing descriptive and associative research. The quantitative approach was used because the study aimed to determine the influence of independent variables on the dependent variable through statistical analysis. Descriptive research was used to describe the work motivation, work discipline, and performance of village officials in Padamara District, Purbalingga Regency.

Meanwhile, associative research aims to determine the relationship or influence between work motivation and work discipline variables on village apparatus performance. According to Sugiyono (2019), quantitative research is a research method used to examine a specific population or sample using research instruments and statistical data analysis to test predetermined hypotheses.

3. Results and Discussion

3.1. Data Description

a. Respondent Characteristics

The characteristics of the respondents in this study aim to provide an overview of the identities of the respondents who were the objects of the study. The respondents in this study were all village officials in Padamara District, Purbalingga Regency, totaling 132 people. Respondent characteristics included gender, age, highest level of education, and length of service.

From the results of the questionnaire received, the gender of the respondents can be identified as follows:

Table Respondent Gender

Gender	Amount	Percentage
Man	88	66.7%
Woman	44	33.3%
Total	132	100%

Source: processed primary data

Based on Table, it can be seen that the research respondents consisted of 88 male village officials (66.7%) and 44 female officials (33.3%). This shows that village officials in Padamara District are dominated by male respondents, so that the characteristics of respondents based on gender adequately describe the condition of the village apparatus that is the object of the research.

From the results of the questionnaire received, the ages of the respondents can be determined as follows:

Table Respondent Age

Gender	Amount	Percentage
<30 Years	18	13.6%
31–40 Years	36	27.3%
41–50 Years	49	37.1%
>50 Years	29	22.0%
Total	132	100%

Source: processed primary data

Based on Table, it is known that the majority of respondents were in the 41–50 age group, amounting to 49 people (37.1%). This indicates that village officials in Padamara District are dominated by officials of productive age, so they are expected to have a good level of maturity, experience, and ability to carry out village government duties and provide optimal services to the community.

From the results of the questionnaire received, it can be seen that the respondents' last level of education is as follows:

Table Respondent's Last Education

Gender	Amount	Percentage
High School/Vocational School	45	34.1%
D3	18	13.6%
S1	60	45.5%

S2	9	6.8%
Total	132	100%

Source: processed primary data

Based on Table, it is known that the majority of respondents had a Bachelor's degree (S1) as their highest level of education, as many as 60 people (45.5%). Furthermore, respondents with a high school/vocational high school education numbered 45 people (34.1%), a Diploma Three (D3) education numbered 18 people (13.6%), and a Master's degree (S2) education numbered 9 people (6.8%). This condition indicates that the majority of village officials in Padamara District have a sufficient level of education to support the implementation of village government duties, administration, and the provision of services to the community effectively.

From the results of the questionnaire received, it can be seen about the length of service of the respondents, namely as follows:

Table Respondent's Working Period

Gender	Amount	Percentage
< 5 Years	25	18.9%
5–10 Years	42	31.8%
> 10 Years	65	49.2%
Total	132	100%

Source: processed primary data

Based on Table, it is known that 25 respondents (18.9%) had less than 5 years of service, 42 (31.8%) had 5–10 years of service, and 65 (49.2%) had more than 10 years of service. These results indicate that the majority of village officials in Padamara District have more than 10 years of service. This condition indicates that the majority of respondents have had considerable work experience in village governance, so they are expected to be able to carry out their duties, functions, and responsibilities professionally and provide optimal service to the community.

b. Description of Research Variables

The variables used in this study consist of work motivation (X) as the independent variable, work discipline (Z) as the intervening variable, and village apparatus performance (Y) as the dependent variable. The description of each variable is based on the respondents' answer scores obtained through questionnaire distribution.

- Work motivation

Work motivation is the drive possessed by village officials to carry out their work, thus optimally achieving organizational goals. The work motivation variable is measured using several indicators compiled in the research questionnaire. Based on the data processing results, the level of work motivation of village officials can be categorized into several criteria, as presented in Table.

Table Description of Work Motivation Variables

Interval	Category	Frequency
6–12	Very Low	0
13–18	Low	0
19–24	Tall	39
25–30	Very high	93
Total	132	100%

Source: processed primary data

Table shows that the majority of respondents (93 respondents (70.5%) had very high levels of work motivation, while 39 respondents (29.5%) were in the high category. No respondents had low or very low levels of work motivation. This indicates that, in general, village officials in Padamara District have very high levels of work motivation in carrying out their duties and responsibilities.

- Work Discipline Variable

Work discipline is the attitude and behavior of village officials in complying with all regulations, work procedures, and carrying out duties and responsibilities in accordance with applicable provisions. The work discipline variable in this study was measured based on several indicators compiled in the research questionnaire, including compliance with regulations, punctuality, responsibility, and compliance in carrying out work. Based on the results of data processing, the level of work discipline of village officials can be categorized into several criteria as presented in Table.

Table Description of Work Discipline Variables

Interval	Category	Frequency
6–12	Very Low	0
13–18	Low	0
19–24	Tall	27
25–30	Very high	105
Total	132	100%

Source: processed primary data

Table shows that the majority of respondents (105 respondents (79.5%)) had a very high level of work discipline, while 27 respondents (20.5%) were in the high category. No respondents had low or very low levels of work discipline. This indicates that village officials in Padamara District have a very good level of work discipline in carrying out their duties in accordance with applicable regulations.

- Village Apparatus Performance

Village apparatus performance is the work achieved by village officials in carrying out their duties and responsibilities in accordance with established standards. The performance variables in this study were measured using several indicators, namely work quality, work quantity, timeliness of task completion, responsibility, and the ability to collaborate in carrying out village government duties. Based on the results of data processing, the level of village apparatus performance can be categorized into several criteria, as presented in Table.

Table Description of Village Device Performance Variables

Interval	Category	Frequency
6–12	Very Low	0
13–18	Low	29
19–24	Tall	39
25–30	Very high	64
Total	132	100%

Source: processed primary data

Based on Table, it is known that the majority of respondents had a very high performance level, namely 64 respondents (48.5%). Furthermore, 39 respondents (29.5%) were in the high category, while 29 respondents (22.0%) were in the low category. No respondents had very low performance. Thus, it can be concluded that the overall performance of village officials in Padamara District is classified as high.

c. Hypothesis Testing

1. Data Quality Test

a. Validity Test

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The validity of each questionnaire item was tested by calculating the Pearson product moment correlation between the item score and the total score. A questionnaire item is considered valid if the r_{xy} value is greater than the r_{table} value at a 5% significance level. The results of the questionnaire validity test using SPSS 10.00 for Windows are as follows:

The results of the validity analysis of the questionnaire on work motivation can be seen in table below.

Table Validity Test of Work Motivation Variables

No	Item	r Count	r Table	Information
1	X1	0.775	0.171	VALID
2	X2	0.832	0.171	VALID
3	X3	0.808	0.171	VALID
4	X4	0.714	0.171	VALID
5	X5	0.645	0.171	VALID
6	X6	0.443	0.171	VALID

Source: Processed primary data

Based on the validity test results in Table, it is known that the r table value at a significance level of 5% with the number of respondents ($n = 132$) is 0.171. The test results show that all statement items in the Work Motivation variable (X) have a calculated r value greater than the r table (0.171). The calculated r value for each item, namely X1 is 0.775, X2 is 0.832, X3 is 0.808, X4 is 0.714, X5 is 0.645, and X6 is 0.443.

Based on these results, it can be concluded that all statement items in the Work Motivation variable are valid, so all statement items are suitable for use as research instruments to measure work motivation variables. The results of the validity analysis of the performance questionnaire can be seen in Table 4.9 below.

Table Performance Variable Validity Test

No	Item	r Count	r Table	Information
1	Y1	0.894	0.171	VALID

2	Y2	0.811	0.171	VALID
3	Y3	0.913	0.171	VALID
4	Y4	0.803	0.171	VALID
5	Y5	0.820	0.171	VALID
6	Y6	0.876	0.171	VALID

Source: Processed primary data

Based on the validity test results in Table, it is known that the r table value at a significance level of 5% with the number of respondents ($n = 132$) is 0.171. The test results show that all statement items in the Village Apparatus Performance variable (Y) have a calculated r value greater than the r table (0.171). The calculated r value for each item, namely Y1, is 0.894, Y2 is 0.811, Y3 is 0.913, Y4 is 0.803, Y5 is 0.820, and Y6 is 0.876.

Thus, all 6 statement items in the Village Apparatus Performance (Y) variable are declared valid because they meet the criteria of calculated $r >$ table r . Therefore, all statement items are suitable for use as research instruments to measure the village apparatus performance variable. The results of the validity analysis of the questionnaire on Work Discipline can be seen in Table below.

Table Validity Test of Work Discipline Variables

No	Item	r Count	r Table	Information
1	Z1	0.860	0.171	VALID
2	Z2	0.700	0.171	VALID
3	Z3	0.741	0.171	VALID
4	Z4	0.639	0.171	VALID

5	Z5	0.853	0.171	VALID
6	Z6	0.776	0.171	VALID

Source: Processed primary data

Based on the validity test results in Table, it is known that the r table value at a significance level of 5% with the number of respondents ($n = 132$) is 0.171. The test results show that all statement items in the Work Discipline (Z) variable have a calculated r value greater than the r table (0.171). The calculated r value for each item, namely Z1, is 0.860, Z2 is 0.700, Z3 is 0.741, Z4 is 0.639, Z5 is 0.853, and Z6 is 0.776.

Thus, all 6 statement items in the Work Discipline variable (Z) are declared valid because they meet the criteria of calculated $r >$ table r . Therefore, all statement items are suitable for use as research instruments to measure the work discipline variable.

b. Reliability Test

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Table Reliability Test Results

No	Variables	alpha	Criteria
1	Motivation for Work	0.802	Reliable
2	Performance	0.845	Reliable
3	Work Discipline	0.925	Reliable

Source: Processed primary data

Based on the reliability test results in Table, it is known that the Work Motivation variable has a Cronbach's Alpha value of 0.802, the Village Apparatus Performance variable is 0.845, and

the Work Discipline variable is 0.925. All variables have a Cronbach's Alpha value greater than 0.70, so it can be concluded that all research instruments are reliable or have a good level of consistency. Thus, the questionnaire used in this study is suitable for use as a data collection tool.

2. Classical Assumption Test

The classical assumption test was conducted to determine whether the regression model used met the basic assumptions of linear regression analysis. The tests in this study included normality, multicollinearity, and heteroscedasticity tests. The results of the classical assumption test are presented as follows:

a. Normality Test

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			132
Normal Parameters ^{a,b}	Mean		.0000000
	Std. Deviation		3.16784973
Most Extreme Differences	Absolute		.056
	Positive		.045
	Negative		-.056
Test Statistic			.056
Asymp. Sig. (2-tailed) ^c			.200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.		.383
	99% Confidence Interval	Lower Bound	.370
		Upper Bound	.395

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 112562564.

The normality test in this study was conducted using the One-Sample Kolmogorov-Smirnov method on the unstandardized residual values of the regression model. The test results showed that the number of samples used was 132 respondents. The Kolmogorov-Smirnov statistical value (Test Statistic) was 0.056, with an Asymp. Sig. (2-tailed) value of 0.200. In addition, the Monte Carlo Sig. (2-tailed) results showed a significance value of 0.383.

Based on the normality testing criteria, residual data is declared normally distributed if the significance value is greater than 0.05 (Sig. > 0.05). Therefore, the Asymp. Sig. (2-tailed) value of 0.200 and the Monte Carlo Sig. of 0.383 indicate that the residual data is normally distributed because both are greater than 0.05. Thus, the regression model in this study has met the normality assumption, so that the regression analysis can proceed to the next testing stage.

b. Multicollinearity Test

A multicollinearity test is performed to determine whether there is a high correlation between independent variables in a regression model. A regression model is considered free of multicollinearity if its Tolerance value is >0.10 and its Variance Inflation Factor (VIF) is <10 .

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta				Tolerance	VIF
1 (Constant)	47.265	2.665			17.734	.000		
X	-.497	.100	-.391		-4.991	.000	.809	1.236
Z	-.364	.091	-.315		-4.014	.000	.809	1.236

a. Dependent Variable: Y

Based on the results of the multicollinearity test, the tolerance value for the Work Motivation variable (X) was 0.809 with a VIF value of 1.236. The Work Discipline variable (Z) also had a tolerance value of 0.809 and a VIF of 1.236. The tolerance value for all variables was greater than 0.10 and the VIF value was less than 10. Thus, it can be concluded that the regression model did not experience symptoms of multicollinearity so that all independent variables were suitable for use in the regression analysis.

c. Heteroscedasticity Test

A heteroscedasticity test was conducted to determine whether the regression model exhibited unequal variances in the residuals for each observation. In this study, the heteroscedasticity test was conducted using the Glejser method by examining the significance value of each independent variable. The regression model was declared free of heteroscedasticity if the significance value was greater than 0.05. The results of the heteroscedasticity test using the Glejser method can be seen in Table 4.xx below.

3.3. Discussion

1. Village Apparatus Performance Assessment

The research results show that the performance of village officials in Padamara District, Purbalingga Regency is classified as high. This is indicated by the variable description results, where 64 respondents (48.5%) had performance in the very high category, 39 respondents (29.5%) were in the high category, and 29 respondents (22.0%) were in the low category. There were no respondents in the very low category. These results indicate that the majority of village officials have been able to carry out their duties and responsibilities well in accordance with their main duties and functions.

The high performance of village officials is influenced by various factors, including work motivation and work discipline. Village officials with high work motivation will be driven to

complete their work responsibly, while good work discipline will encourage compliance with regulations, punctuality, and optimal work completion. Therefore, these two factors are crucial for improving the quality of village official performance.

2. The Influence of Work Motivation on Village Apparatus Performance

Based on the results of a simple linear regression analysis, it shows that the hypothesis stating that there is an influence of Work Motivation on Village Apparatus Performance is accepted. This is proven by the results of the t-test which shows a significance value of $0.000 < 0.05$ with a calculated t-value of -7.100. In addition, a regression coefficient of -0.672 was obtained, which means that every one unit increase in work motivation will be followed by a change in village apparatus performance of -0.672 units.

The results of this study indicate that work motivation has a significant influence on village apparatus performance. However, the negative regression coefficient indicates an inverse relationship between the two variables. This could be due to the characteristics of the research data or the scoring system within the research instrument, resulting in an increase in work motivation scores being accompanied by a decrease in performance scores.

Theoretically, work motivation is a drive originating from within or outside a person that can influence their work ethic. Village officials with high work motivation tend to strive to complete their work better, take responsibility for assigned tasks, and strive to achieve organizational goals. Therefore, work motivation remains a crucial factor influencing village official performance.

3. The Influence of Work Motivation on Work Discipline

The results of the simple linear regression analysis indicate that the hypothesis stating that there is an influence of Work Motivation on Work Discipline is accepted. This is evidenced by a significance value of $0.000 < 0.05$ and a calculated t value of 5.543. The analysis results obtained a regression coefficient of 0.480, which means that every one unit increase in work motivation will increase work discipline by 0.480 units.

The results of this study indicate that work motivation has a positive relationship with work discipline among village officials. The higher the work motivation of village officials, the higher their level of work discipline. Village officials with high motivation are more likely to comply with regulations, be more disciplined in utilizing their work time, and assume greater responsibility in completing village government tasks.

This finding aligns with motivational theory, which states that motivation is a factor that can drive someone to perform better, which is reflected in disciplined work behavior. Therefore, increasing work motivation can be one way to improve work discipline among village officials.

4. The Influence of Work Motivation and Work Discipline on Village Apparatus Performance

Based on the F test results, the calculated F value was 36.191 with a significance value of $0.000 < 0.05$. These results indicate that work motivation and work discipline simultaneously have a significant effect on village apparatus performance. Thus, the hypothesis that work motivation and work discipline simultaneously influence village apparatus performance can be accepted.

The results of this study indicate that improving village apparatus performance is not influenced by a single factor, but rather the result of a combination of work motivation and work discipline. Work motivation drives village apparatus to work with high enthusiasm, while work discipline ensures that work is carried out according to established rules, procedures, and timelines. When these two factors work together, village apparatus performance will be optimal.

5. The Partial Influence of Work Motivation and Work Discipline on Village Apparatus Performance

Based on the results of the t-test in the multiple linear regression analysis, it is known that the Work Motivation variable has a significance value of 0.000 with a regression coefficient of -0.497, while the Work Discipline variable has a significance value of 0.000 with a regression coefficient of -0.364. The significance value of both variables is smaller than 0.05, so that partially both have a significant effect on the performance of village officials.

The results of this study indicate that both work motivation and work discipline are contributing factors to changes in village apparatus performance. Although the regression coefficients for both variables are negative, statistical tests indicate a significant influence. Therefore, an evaluation of the assessment system or coding of the research instrument is necessary to more accurately interpret the direction of the relationships obtained.

4. Conclusion

Based on the results of research, data analysis, and discussion regarding the influence of work motivation on the performance of village officials with work discipline as an intervening variable in village officials in Padamara District, Purbalingga Regency, the following conclusions can be drawn.

1. Work motivation, discipline, and performance of village officials in Padamara District, Purbalingga Regency, are in the high category. This indicates that the majority of village officials have good work motivation, discipline, and performance in carrying out their duties and responsibilities as village government officials.

2. Work motivation significantly influences the performance of village officials in Padamara District, Purbalingga Regency. This is evidenced by the results of a simple linear regression test, which showed a significance value of $0.000 < 0.05$. Therefore, the hypothesis stating that work motivation influences village official performance is accepted.
3. Work motivation has a significant effect on work discipline among village officials in Padamara District, Purbalingga Regency. The regression test results show a significance value of $0.000 < 0.05$, thus the hypothesis stating that work motivation has an effect on work discipline is accepted.
4. Work motivation and work discipline simultaneously have a significant effect on the performance of village officials in Padamara District, Purbalingga Regency. This is evidenced by the F-test results with a significance value of $0.000 < 0.05$, thus the hypothesis that work motivation and work discipline simultaneously influence the performance of village officials can be accepted.
5. Based on the results of a multiple regression analysis, work motivation and work discipline partially significantly influence village apparatus performance. This is evidenced by the t-test results, which show that each variable has a significance value of less than 0.05, indicating that both variables have a significant impact on village apparatus performance.
6. The results of the determination coefficient test show an R Square value of 0.359, which means that work motivation and work discipline are able to explain variations in village apparatus performance by 35.9%, while the remaining 64.1% is influenced by other factors outside the research, such as leadership, work environment, organizational culture, compensation, competence, organizational communication, and other factors not examined in this research.

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