

ABSTRAK

Dalam era globalisasi dan kompetisi yang semakin ketat, peningkatan kinerja aparatur desa menjadi hal yang sangat krusial dalam mewujudkan pelayanan publik yang optimal. Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *Empowerment of Human Resources* dan *Work Environment* terhadap kinerja aparatur desa di Kantor Desa Sindanglaya, Kabupaten Cianjur. Penelitian menggunakan pendekatan kuantitatif dengan metode deskriptif-verifikatif. Populasi penelitian adalah seluruh aparatur desa, berjumlah 40 orang, yang dijadikan sampel melalui teknik sampling jenuh. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa secara parsial, *Empowerment of Human Resources* berpengaruh positif dan signifikan terhadap kinerja aparatur dengan nilai signifikansi 0,001 dan t-hitung sebesar $4,143 > t\text{-tabel } 1,687$. Begitu pula dengan *Work Environment* yang berpengaruh positif dan signifikan dengan nilai signifikansi 0,023 dan t-hitung $2,364 > t\text{-tabel } 1,687$. Secara simultan, kedua variabel tersebut berpengaruh signifikan terhadap kinerja aparatur desa dengan nilai F-hitung $37,716 > F\text{-tabel } 3,25$ dan signifikansi $0,001 < 0,05$. Nilai Adjusted R^2 sebesar 0,653 menunjukkan bahwa 65,3% variabel kinerja aparatur dapat dijelaskan oleh *Empowerment of Human Resources* dan *Work Environment*.

Kata Kunci: *Empowerment of Human Resources*, *Work Environment*, Kinerja Aparatur, Desa Sindanglaya Kabupaten Cianjur



ABSTRACT

In the era of globalization and increasing competition, improving the performance of village officials has become crucial in realizing optimal public services. This study aims to identify and analyze the influence of Empowerment of Human Resources and Work Environment on the performance of village officials at the Sindanglaya Village Office, Cianjur Regency. The research uses a quantitative approach with a descriptive-verificative method. The population consisted of 40 village officials, all of whom were selected as samples using a saturated sampling technique. Data were collected through questionnaires and analyzed using multiple linear regression. The results show that Empowerment of Human Resources has a positive and significant effect on performance, with a significance value of 0.001 and a t-value of 4.143 > t-table 1.687. Similarly, the Work Environment also has a positive and significant effect, with a significance value of 0.023 and a t-value of 2.364 > t-table 1.687. Simultaneously, both variables significantly influence the performance of village officials, as indicated by an F-value of 37.716 > F-table 3.25 and a significance value of 0.001. The Adjusted R² value of 0.653 indicates that 65.3% of the variance in performance is explained by the two independent variables.

Keywords: Empowerment of Human Resources, Work Environment, Employee Performance, Sindanglaya Village Cianjur Regency

