Persepsi Aparatur Desa Mengenai Pelatihan, Motivasi dan Pengelolaan Alokasi Dana Desa terhadap Kinerja Pemerintahan Desa (Studi Survey pada Desa Kecamatan Bantul Kabupaten Bantul D.I.Y)

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Penelitian ini dilakukan untuk mengetahui persepsi pemerintah desa di Kabupaten Bantul mengenai pelatihan, motivasi dan pengelolaan ADD terhadap kinerja pemerintah desa. Subjek dalam penelitian ini adalah aparatur pemerintah desa khusunya Kepala Desa, Sekertaris Desa, Bendahara Desa dan Kaur Keuangan. Pengumpulan data berupa data primer yaitu dengan menggunakan kuesioner yang dibagikan kepada responden dengan sampel sebanyak 49 responden. Metode analisis yang digunakan yaitu metode analisis deskriptif dengan bantuan Microsoft Excel, uji validitas dan reliabilitas dengan bantuan SPSS versi 25. Berdasarkan hasil persepsi aparatur pemerintah desa mengenai pelatihan, motivasi dan pengeloaan ADD terhadap kinerja pemerintah desa. Dari variabel ini, aparatur pemerintah desa pada variabel pelatihan memiliki nilai rata-rata sebesar 4,20 yang masuk pada kategori setuju sehingga hasil tersebut menunjukan bahwa responden di desa Kecamatan Bantul Kabupaten Bantul setuju tempat mereka bekerja kebutuhan pelatihan dan metode pelatihan diberikan untuk mendukung tugas aparat desa, mengenai variabel motivasi ini memiliki nilai rata-rata sebesar 4,46 kemudian pada variabel pengelolaan ADD memiliki nilai rata-rata sebesar 4,53 sedangkan pada variabel kinerja pemerintah desa memiliki nilai rata-rata sebesar 4,45. Sehingga pada variabel motivasi, pengelolaan ADD dan kinerja pemerintah desa masuk pada kategori sangat setuju jika di desa mereka bekerja sudah memiliki motivasi yang kuat, juga sudah melakukan pengelolaan ADD sesuai standar pengelolaan yang ada dan kinerja aparatur desa sudah bekerja sesuai tugas selaku aparat desa.

Kata kunci: Persepsi Aparatur Desa Mengenai Pelatihan, Motivasi dan Pengelolaan Alokasi Dana Desa Terhadap Kinerja Pemerintahan Desa

Village Apparatus Perceptions Regarding Training, Motivation and Management of Village Fund Allocation on Village Government Performance (Survey Study in the Village of Bantul District, Bantul Regency D.I.Y)

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This research was conducted to determine the perceptions of village governments in Bantul Regency regarding training, motivation and management of ADD on village government performance. The subjects in this study were village government officials, especially the Village Head, Village Secretary, Village Treasurer and Head of Finance. Data collection in the form of primary data using a questionnaire distributed to respondents with a sample of 49 respondents. The analysis method used is descriptive analysis method based on the perceptions of village government officials regarding training, motivation and management of ADD on village government performance with the help of Microsoft Excel, validity and reliability tests with the help of SPSS version 25. From this variable, the village government apparatus in the training variable has an average value of 4.20 which is in the agree category so that the results show that respondents in the village of Bantul District, Bantul Regency agree that where they work, training needs and training methods are provided to support the task of the apparatus. villages, regarding this motivation variable has an average value of 4.46 then the ADD management variable has an average value of 4.53 while the village government performance variable has an average value of 4.45. So that the motivation variable, ADD management and village government performance fall into the category of strongly agree if in the village they work already have strong motivation, have also carried out ADD management according to existing management standards and the performance of village officials has worked according to their duties as village officials.

Keywords: Perception of Village Apparatuses Regarding Training, Motivation and Management of Village Fund Allocation on Village Government Performance