

ABSTRAK

PENGARUH KOMPETENSI APARATUR, MOTIVASI APARATUR, DAN KOMITMEN ORGANISASI TERHADAP AKUNTABILITAS PENGELOLAAN DANA DESA DI KECAMATAN NELLE, KECAMATAN KOTING DAN, KECAMATAN KANGAE KABUPATEN SIKKA

Lalita Ivana Maria Ladapase
NIM : 152114016
Universitas Sanata Dharma
Yogyakarta
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Penelitian ini bertujuan mengetahui pengaruh kompetensi aparatur, motivasi aparatur, dan komitmen organisasi terhadap akuntabilitas pengelolaan dana desa di Kecamatan Nelle, Kecamatan Koting, dan Kecamatan Kangae Kabupaten Sikka.

Jenis penelitian ini adalah penelitian kuantitatif metode survei dengan menggunakan kuesioner. Jumlah kuesioner yang disebar adalah sebanyak 80 kuesioner dengan subjek penelitian adalah Kepala Desa, Sekretaris Desa, Bendahara Desa, dan Unsur Kaur. Data penelitian ini dianalisis dengan menggunakan regresi linear berganda.

Berdasarkan hasil uji F diperoleh nilai F_{hitung} sebesar 31,188 dengan tingkat keyakinan 95% dan F_{tabel} sebesar 2,72. Dengan demikian maka dapat disimpulkan bahwa H_0 ditolak dan H_a diterima. Artinya semua variabel bebas yaitu kompetensi aparatur, motivasi aparatur, dan komitmen organisasi secara simultan berpengaruh terhadap variabel terikat yaitu akuntabilitas pengelolaan dana desa.

Kata Kunci: Kompetensi, Motivasi, Komitmen Organisasi, Akuntabilitas, Dana Desa

ABSTRACT**THE INFLUENCE OF APPARATUS COMPETENCY, APPARATUS MOTIVATION, AND ORGANIZATIONAL COMMITMENT AGAINST VILLAGE FUNDS MANAGEMENT ACCOUNTABILITY IN NELLE, KOTING, AND KANGAE SUB-DISTRICT, SIKKA REGENCY**

Lalita Ivana Maria Ladapase

NIM : 152114016

Universitas Sanata Dharma

Yogyakarta

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This study is aimed at knowing whether the competency of the apparatus, organizational commitment of village government and apparatus motivation can affect the accountability of village funds management in Sikka Regency.

The research took the design of quantitative research with questionnaire survey method. The amount of questionnaire distributed was 80 questionnaires using the Village Chief, Village Secretary, and the Head of Affairs element of the villages as the subject. The data obtained were analyzed by means of multiple linear regression.

Based on the F test was 31,188 for calculated F by means of 95% confidence level and the value of F_{table} is 2,72. Therefore, it can be concluded that H_0 is rejected and H_a is accepted. Thus, all the independent variables consent of apparatur competency, apparatus motivation, and organizational commitment simultaneously affect the dependent variable that is accountability of village funds management.

Key Word: Competency, Motivation, Organizational Comitment, Accountability, Village Funds