

ABSTRAK

Latar Belakang Spesifik: Seiring berkembangnya waktu persaingan antar perusahaan semakin tajam, sehingga sumber daya manusia dituntut untuk terus-menerus mampu mengembangkan diri. Pelatihan, pengembangan dan motivasi berdampak pada kinerja aparatur desa. Aparatur desa masih mengalami kendala dalam memberikan layanan administrasi yang cepat dan tepat kepada masyarakat. Aparatur desa cenderung masih bekerja secara konvensional dan belum memanfaatkan teknologi secara optimal. Fenomena yang terjadi di Desa Pontang Kecamatan Ambulu adalah pada variabel Pelatihan dan pengembangan, Banyak aparatur desa masih kurang mendapatkan pelatihan formal yang relevan dengan tugas dan tanggung jawab mereka. Tujuan: Penelitian ini menguji kombinasi pengaruh pelatihan dan pengembangan serta motivasi kerja terhadap kinerja aparatur desa di Desa Pontang, Kecamatan Ambulu, Kabupaten Jember. Penelitian ini menggunakan jenis data kuantitatif. Sampel pada penelitian berjumlah 128 responden. Hasil: Memanfaatkan SPSS untuk analisis data, penelitian ini menemukan bahwa pelatihan tidak berpengaruh terhadap Kinerja Aparatur, dan variabel pengembangan karir, dan motivasi berpengaruh positif dan signifikan terhadap kinerja aparatur desa. Kebaruan: Penelitian ini menekankan pada aparatur desa yang memiliki tantangan unik, seperti keterbatasan anggaran, rendahnya akses terhadap pelatihan berkualitas, serta faktor motivasi yang berbeda dengan pekerja di sektor swasta atau pemerintahan pusat.

Kata Kunci : Pelatihan, Pengembangan, Motivasi Kerja, Kinerja Aparatur

ABSTRACT

Specific Background: As time progresses, competition among companies becomes increasingly intense, requiring human resources to continuously develop themselves. Training, development, and motivation impact the performance of village officials. Village officials still face challenges in providing fast and accurate administrative services to the community. They tend to work conventionally and have not yet optimally utilized technology. The phenomenon occurring in Pontang Village, Ambulu District, is that many village officials still lack relevant formal training related to their duties and responsibilities. Objective: This research examines the combined effect of training and development as well as work motivation on the performance of village officials in Pontang Village, Ambulu District, Jember Regency. This study uses quantitative data. The sample consists of 128 respondents. Results: Utilizing SPSS for data analysis, this study finds that training does not affect the performance of village officials, while the variables of career development and motivation have a positive and significant effect on the performance of village officials. Novelty: This research emphasizes the unique challenges faced by village officials, such as budget constraints, low access to quality training, and motivational factors that differ from those of workers in the private sector or central government.

Keywords: *Training, Development, Work Motivation, Performance of Village Officials.*

