

ABSTRAK

Pembangunan desa dan pemberdayaan masyarakat desa diarahkan untuk memberikan jaminan bagi masyarakat agar berkemampuan mengelola secara mandiri perencanaan, pelaksanaan, pengawasan, dan evaluasi kegiatan pembangunan desa beserta pendayagunaan hasil-hasilnya. Terselenggaranya tata kelola pemerintahan yang baik tersebut dipengaruhi oleh pengelolaan sumberdaya manusia (SDM) dan komitmen penyelenggaraan susunan organisasi dan tata kerja (SOTK) Pemerintah Desa, sesuai regulasi perundangan yang berlaku. Tujuan penelitian ini yaitu untuk mengetahui bagaimana peran *intervening* pengelolaan keuangan desa pada pengaruh kompetensi SDM dan SOTK Pemdes terhadap tingkat keberhasilan program pembangunan dan pemberdayaan masyarakat se-Kecamatan Asembagus Kabupaten Situbondo. Penelitian ini menerapkan pendekatan deskriptif kuantitatif dengan populasi desa-desa di Kecamatan Asembagus. Sampel ditentukan dengan teknik *purposive sampling*. Pengumpulan data menggunakan data primer dari pengumpulan data kuesioner dengan aparat desa sebagai responden. Analisis data menggunakan *Partial Least Square* (PLS), dengan bantuan *software SmartPLS*. Hasil penelitian menunjukkan bahwa peran kompetensi sumber daya manusia (SDM) dan SOTK Pemdes berpengaruh terhadap tingkat keberhasilan program pembangunan desa. Peran kompetensi sumber daya manusia (SDM) tidak berpengaruh terhadap tingkat keberhasilan program pemberdayaan masyarakat desa. Peran SOTK Pemdes berpengaruh terhadap tingkat keberhasilan program pemberdayaan masyarakat desa. Peran kompetensi sumber daya manusia (SDM) dan SOTK Pemdes berpengaruh terhadap pengelolaan keuangan desa. Pengelolaan keuangan desa berpengaruh terhadap tingkat keberhasilan program pembangunan desa dan program pemberdayaan masyarakat desa.

Kata kunci : SDM Aparatur Desa, SOTK Pemdes, Pengelolaan keuangan desa, Keberhasilan Program.

ABSTRACT

Village development and empowerment of village communities are directed to provide guarantees for communities to be able to independently manage the planning, implementation, supervision, and evaluation of village development activities along with the utilization of their results. The implementation of good governance is influenced by the management of human resources (HR) and the commitment to the implementation of the organizational structure and work procedures (SOTK) of the Village Government, in accordance with applicable laws and regulations. The purpose of this study is to determine the role of intervening village financial management on the influence of HR competency and SOTK of the Village Government on the level of success of development and community empowerment programs throughout Asembagus District, Situbondo Regency. This study applies a quantitative descriptive approach with a population of villages in Asembagus District. The sample was determined using a purposive sampling technique. Data collection used primary data from questionnaire data collection with village officials as respondents. Data analysis used Partial Least Square (PLS), with the help of SmartPLS software. The results of the study indicate that the role of human resource (HR) competence and SOTK Pemdes influences the success rate of village development programs. The role of human resource (HR) competence does not influence the success rate of village community empowerment programs. The role of SOTK Pemdes influences the success rate of village community empowerment programs. The role of human resource (HR) competence and SOTK Pemdes influences village financial management. Village financial management influences the success rate of village development programs and village community empowerment programs.

Keywords: *Human Resources of Village Apparatus, Village Government SOTK, Village Financial Management, Village Development and Community Empowerment Programs Success*