

ANALYSIS OF INDIVIDUAL, PSYCHOLOGICAL, AND ORGANIZATIONAL FACTORS AFFECTING VILLAGE EMPLOYEE PERFORMANCE IN WIDODAREN DISTRICT

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh faktor individu, faktor psikologi, dan faktor organisasi pada kinerja pegawai Kantor Desa di Kecamatan Widodaren. Penelitian menggunakan pendekatan kuantitatif dengan jumlah responden sebanyak 108 perangkat desa yang dipilih melalui teknik purposive stratified random sampling. Pengumpulan data dilakukan menggunakan kuesioner terstruktur. Analisis data dilakukan dengan bantuan Statistical Package for the Social Sciences (SPSS) yang meliputi uji validitas dan reliabilitas instrumen, analisis regresi linier berganda, serta uji t parsial untuk menguji pengaruh masing-masing variabel independen terhadap variabel dependen. Hasil penelitian menunjukkan bahwa faktor individu berpengaruh positif dan signifikan terhadap kinerja pegawai, yang dibuktikan dengan nilai $t_{hitung} > t_{tabel}$ dan tingkat signifikansi $< 0,05$. Faktor psikologi juga berpengaruh positif terhadap kinerja pegawai, yang tercermin melalui motivasi kerja, kestabilan emosi, dan kepuasan dalam bekerja. Selain itu, faktor organisasi yang meliputi sistem kerja, kepemimpinan, budaya organisasi, dan komunikasi internal terbukti memberikan pengaruh positif terhadap kinerja pegawai. Kesimpulan penelitian ini menunjukkan bahwa sinergi antara faktor individu, faktor psikologis, dan faktor organisasi berperan penting dalam menciptakan lingkungan kerja yang kondusif serta meningkatkan kinerja perangkat desa di Kabupaten Ngawi.

Kata kunci: faktor individu, faktor psikologi, faktor organisasi, kinerja pegawai, perangkat desa

ABSTRACT

This study aims to analyze the influence of individual factors, psychological factors, and organizational factors on the performance of Village Office employees in Widodaren District. The research employed a quantitative approach involving 108 village officials selected through purposive stratified random sampling. Data were collected using a structured questionnaire. The data analysis was conducted using the Statistical Package for the Social Sciences (SPSS), including validity and reliability tests of the research instruments, multiple linear regression analysis, and partial t-tests to examine the effect of each independent variable on the dependent variable. The results indicate that individual factors have a positive and significant effect on

employee performance, as evidenced by the calculated t-value being greater than the critical t-value and a significance level of less than 0.05. Psychological factors also show a positive influence on employee performance, reflected in work motivation, emotional stability, and job satisfaction. Furthermore, organizational factors, including work systems, leadership, organizational culture, and internal communication, are proven to have a positive impact on employee performance. In conclusion, the synergy between individual, psychological, and organizational factors plays a crucial role in creating a conducive work environment and enhancing the performance of village officials in Widodaren District.

Keywords: *individual factors, psychological factors, organizational factors, employee performance, village officials*

A. INTRODUCTION

High-quality human resources are essential for achieving organizational goals in both public and private sectors. Employees play a central role in driving organizational processes, from planning and implementation to evaluation. Employee performance therefore becomes a key indicator of how effectively an organization accomplishes its objectives. In the context of government institutions, increasing public demands for fast, accurate, and transparent services require higher levels of professionalism and performance, particularly at the village level, where village offices serve as the frontline of public service delivery (Xue et al., 2022). Employee performance in village offices does not emerge automatically; it is influenced by various interrelated factors. Individual factors, such as education, work experience, skills, and personal responsibility, determine how effectively employees perform their duties (Devi & Suwena, 2017). Psychological factors-including motivation, perception, job satisfaction, and organizational commitment shape employees' attitudes and work behavior (Singla, 2027). Meanwhile, organizational factors such as leadership style, communication, organizational structure, work systems, and organizational culture significantly affect performance outcomes (Gibson et al., 2019). The interaction between individuals and their work environment influences not only employee behavior but also their willingness to remain in the organization and contribute to its goals (Li, 2022).

In practice, several issues are still observed in village offices in Widodaren District, such as delays in service delivery, lack of initiative, ineffective internal communication, and mismatches between job assignments and employee competencies. These phenomena indicate potential influences from individual, psychological, and organizational factors (Wibowo et al., 2024). Previous studies have shown inconsistent findings regarding the effect of psychological factors on performance, with some reporting significant influence while others finding no significant relationship. This gap highlights the need for further research in different regional contexts. Therefore, this study aims to analyze employee performance based on individual, psychological, and organizational factors in Village Offices in Widodaren District. By understanding the influence of these factors, this research is expected to provide a clearer picture of village apparatus conditions and contribute to improving public service performance at the village level.

B. METHOD

This study was conducted at Village Offices in Widodaren District based on the phenomena described in the research background, particularly those related to employee performance and its influencing factors. The research was carried out over a period of four months, from November to February, depending on the availability of data sources and the research process. The study employed a quantitative research design grounded in positivist philosophy, aiming to test predetermined hypotheses through statistical analysis (Mangkunegara, 2025). Data were collected using research instruments and analyzed quantitatively. The population of this study consisted of Village Office employees in Widodaren District, and the census method was applied, meaning that the entire population was used as the research sample

C. RESULTS AND DISCUSSIONS

Widodaren District is one of the sub-districts in Ngawi Regency, East Java Province, consisting of several villages with active village administrations responsible for public service delivery and rural development. The village governments in Widodaren District play a strategic role in carrying out administrative functions, providing community services, and implementing development programs in accordance with regional government policies. This study focuses on village officials in Widodaren District, Ngawi Regency, covering twelve villages: Banyubiru, Gendingan, Karangbanyu, Kauman, Kayutrejo, Kedunggudel, Sekaralas, Sekarputih, Sidolaju, Sidomakmur, Walikukun, and Widodaren. The selection of the research object and location was based on the phenomena described in the research background, particularly issues related to employee performance and the implementation of village officials' duties. This chapter presents a general overview of the research object as a foundation for systematically analyzing the research data in line with the established research objectives.

This study utilizes primary data concerning Individual Factors, Psychological Factors, and Organizational Factors affecting village officials in Widodaren District. The research was conducted on 108 Village Office employees in Widodaren District. The data were obtained through questionnaires distributed to the respondents, and the results were analyzed accordingly. The respondents represent village officials serving in the twelve villages within Widodaren District. Their characteristics are described based on age, gender, educational background, and length of service to provide a comprehensive overview of respondent conditions and to support a thorough analysis of the research findings. The characteristics of respondents based on gender are presented in the following table.

Table 1. Characteristics

Characteristics	Total	Presented
Laki-laki	72	66,67%
Perempuan	36	33,33%

Source: processed by researchers

Table 2. Responden

No	Place	Total	Presented
1	Kantor Desa Walikukun	9	8,33%
2	Kantor Desa Widodaren	9	
3	Kantor Desa Karangbanyu	9	
4	Kantor Desa Sidomakmur	9	
5	Kantor Desa Sekar Putih	9	
6	Kantor Desa Banyu Biru	9	
7	Kantor Desa Gending	9	
8	Kantor Desa Kaulaman	9	
9	Kantor Desa Kayutrejo	9	
10	Kantor Desa Kedunggudel	9	
11	Kantor Desa Sekaralas	9	
12	Kantor Desa Sidolaju	9	
Total		108	100%

Source: processed by researchers

Table 3. Characteristics

No	Lamanya Bekerja	Jumlah	Presentase
1	4	49	45,37%
2	6	52	48,15%
3	8	7	6,48%
Total		108	100%

Source: processed by researchers

Table 4. re-liabelitas

Variable	Cronbach'siAlpha	Interpretation
X1	0.879	Reliabel
X2	0.828	Reliabel
X3	0.854	Reliabel
Y	0.781	Reliabel

Source: processed by researchers

**Table 5. Regresion
Coefficients Diagnostics^a**

		Unstandardized Coefficients		Variance Proportions		
Model		Eigenvalue	Condition Index	X1	X2	X3
1	Dimension	3.979	1.000		.00	.00
	Faktor Individu	.015	16.040	.00	.03	.02
	Faktor Psikologi	.004	30.779	.97	.05	.12
	Faktor Organisasi	.002	48.653	.03	.92	.86

Source: processed by researchers

Table 6 Parsial

Model	t _{tabel}	t _{hitung}	Sig.	Interpretation
Faktor Individu. (X1)	0.2609	.306	.761	Signifikan
Faktor Psikologi (X2)	0.2609	3.551	.001	Signifikan
Faktor Organisasi (X3)	0.2609	3.589	.001	Signifikan

Source: processed by researchers

Table 7 Model Summary

Model Summary ^a						
Model		Sum of Squares	df	Measures	F	Sig.
1	Anova	760.978	3	751.051	61.661	.000 ^a

Source: processed by researchers

Histogram

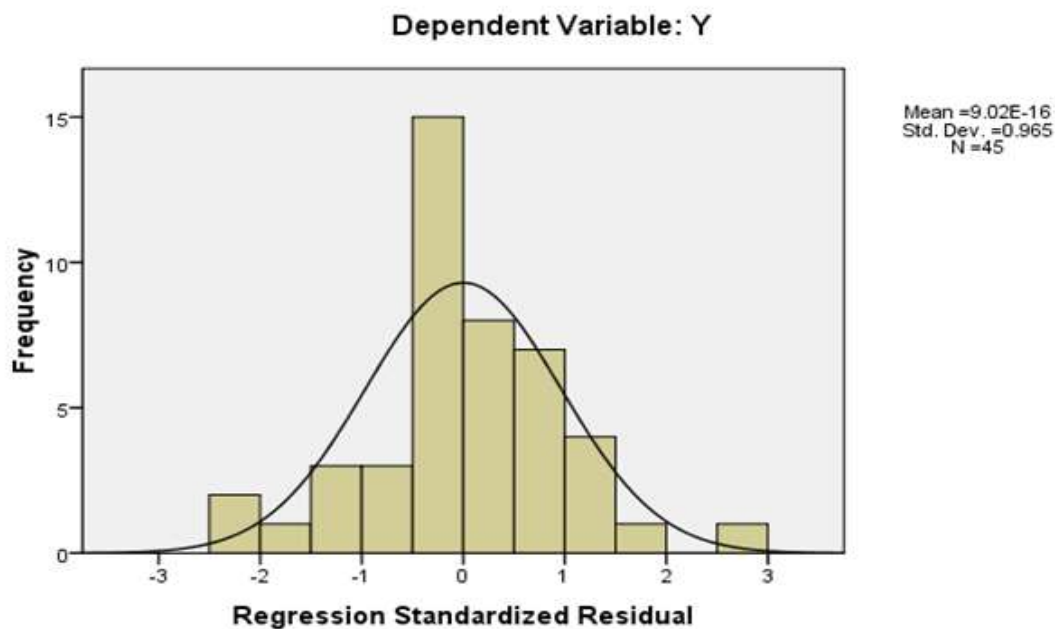


Figure 1. Picture Information

Source: processed by researchers

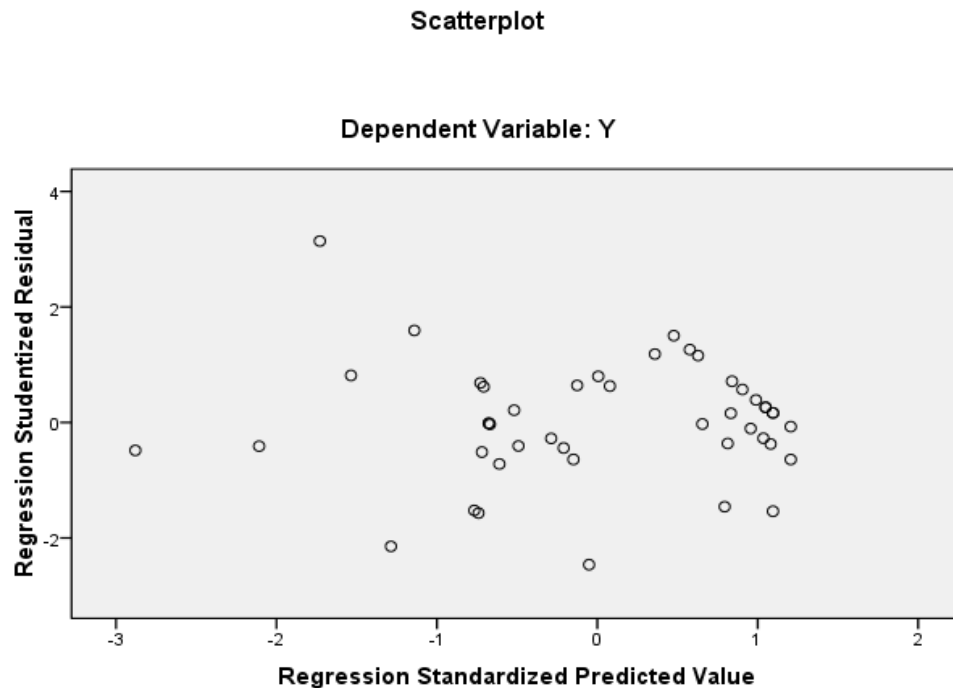


Figure 2. Picture Information

Source: processed by researchers

D. CONCLUSIONS

Based on the results of the data analysis, it can be concluded that individual factors, psychological factors, and organizational factors have a positive and significant influence on the performance of village office employees in Widodaren District. Individual factors, including competence, positive work attitudes, motivation, personal values aligned with organizational goals, and self-confidence, contribute significantly to improving employee performance. Employees with strong individual capacities tend to work more effectively, responsibly, and punctually. Furthermore, psychological factors also play an important role in enhancing performance. High work motivation, emotional stability, a sense of security, and job satisfaction

encourage employees to demonstrate greater enthusiasm, persistence, and commitment in carrying out their duties. A positive psychological condition improves concentration, productivity, and the overall quality of work outcomes. In addition, organizational factors significantly affect employee performance. A clear work system, well-structured organization, supportive leadership, conducive work culture, and effective communication create a productive working environment. Such conditions facilitate task implementation, strengthen teamwork, and support the achievement of optimal performance. Overall, employee performance at the Village Offices in Widodaren District is significantly influenced by the integration of individual, psychological, and organizational factors. Therefore, efforts to improve employee performance should be carried out comprehensively by developing individual potential, strengthening psychological well-being, and enhancing organizational systems and work environments.

E. SUGGESTIONS

This study contributes to the development of knowledge, particularly in the field of management, especially organizational behavior and employee performance. It is expected to enrich academic insight and serve as a reference for future research in related areas.

1) Theoretical Recommendation

Future studies are encouraged to expand and modify the research variables by incorporating broader aspects such as leadership, organizational culture, work environment, or organizational commitment. The use of more recent and relevant theories is also recommended to provide new perspectives in explaining factors affecting employee performance, particularly in the public and village government sectors.

2) Academic Recommendation

Academically, this study can serve as a reference for students and researchers interested in employee performance or organizational behavior. Future research is suggested to apply more diverse methodologies, such as qualitative or mixed-method approaches, to gain deeper

insights. Expanding the research scope to different regions is also recommended to enhance comparative analysis and improve the generalizability of findings.

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