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The Effect of Recruitment, Training and Compensation on the Performance of Village Assistants in Pesisir Selatan District

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ABSTRACT : The purpose of this study was to determine the effect of recruitment, training and compensation on the performance of village assistants in Pesisir Selatan district. The approach used in this research is quantitative research and the proposed hypothesis. Hypothesis testing using multiple linear regression analysis model. The population was 104 village assistants in Pesisir Selatan Regency and a sample of 83 people. The data used are primary and secondary data. The analysis used multiple linear regression analysis. Based on the results of the study, it was found that 1) recruitment had an effect on the performance of Village assistants in Pesisir Selatan Regency, 2) training had an effect on the performance of Village assistants in Pesisir Selatan Regency, 3) compensation had no effect on the performance of Village assistants in Pesisir Selatan Regency and 4) jointly recruitment, training and compensation variables have a joint effect on the performance of village assistants in Pesisir Selatan district.

Keywords -Recruitment, Training and Compensation and Performance

I. INTRODUCTION

Village development is an effort to improve the quality of life and life for the welfare of rural communities. Village development aims to realize the effectiveness of village government administration, accelerate the improvement of the welfare of village communities, accelerate the improvement of the quality of public services, improve the quality of village governance and increase village competitiveness (Law Number 6 of 2014 concerning Villages)

The 2015 government work plan mandates that the acceleration of village development be carried out through the implementation of Law Number 6 of 2014 concerning Villages. Presidential Regulation Number 12 of 2015 concerning the Ministry of Villages, Development of Disadvantaged Areas and Transmigration has the task and function of carrying out government affairs in the field of development and empowerment of rural communities. Efforts made to support the smooth implementation of Law Number 6 of 2014 concerning Villages, namely the government provides assistance with the assistance of professional assistants who are experienced in the field of community empowerment and village development. These assistants are assigned to districts, sub-districts and villages.

Village Assistance is regulated in the Regulation of the Minister of Villages, Development of Disadvantaged Areas, and Transmigration Number 3 of 2015 concerning Village Assistance. Village assistance is carried out so that equitable development and acceleration of development in the village can be achieved quickly. Facilitation of village administration, village development, village community development and village community empowerment need to be done to encourage priority use of village funds. The development carried out by the government in village assistance and empowerment of village communities is expected to foster community participation in village development. Prior to village assistance, the village government worked alone to carry out village development.

In order to solve development problems in villages, the Ministry of Villages, Disadvantaged Areas and Transmigration (Kemendes PDTT) represented by the Community and Village Empowerment Service of West Sumatra Province on September 10, 2017 organized the recruitment of Village Assistants via online / website to be placed in Districts, Districts, and every Village. The Village Assistance selection team consists of the Central Government (Kemendes PDTT), the Provincial Government (PMD Office) of West Sumatra Province and State Universities (Andalas Padang University). The committee in the selection of professional assistants is coordinated by the State Universities and is also responsible for managing complaints related to the recruitment of village assistants (source: [http // companion 2017.kemendes.go.id](http://companion.2017.kemendes.go.id)).

Village assistance aims to accelerate village development so that the welfare of the village community can be realized. Increased awareness and participation of village communities in participatory village development also needs to be fostered so that village progress can be achieved. The existence of village assistance is expected to create participatory development from the village government and the community.

Law Number 6 of 2014 concerning Villages is that there is a demand for Village Assistants to be able to carry out social transformation by fundamentally changing the approach of government control and mobilization of the village to an approach to empowering village communities. The village community and village government as a unit of self-governing community are expected to be able to exist as an independent community. Thus, villages are encouraged to be the subject of driving Indonesia's development from the periphery, so as to be able to realize one of the government's priority strategic agendas, namely to develop Indonesia from the periphery by strengthening regions and villages within the framework of a unitary state.

In Law Number 6 of 2014 concerning Villages, and Village Minister Regulation Number 3 of 2015 concerning Village Assistance, the duties of village assistants are:

1. Assisting villages in planning, implementing and monitoring village development and empowering village communities.
2. Assisting villages in managing basic social services, developing village economic enterprises, utilizing natural resources and appropriate technology, building infrastructure, and empowering village communities.
3. Performing capacity building for village government, village community organizations in terms of development and empowerment of village communities.
4. Organizing within village community groups.
5. Carry out capacity building for village community empowerment cadres and encourage the creation of new village development cadres.
6. Assisting villages in participatory development of rural areas.
7. To coordinate village assistance at the sub-district level and facilitate reports on the implementation of assistance by the Camat to the district / city government.

As a follow-up to this mandate, the PDDT Village Ministry carried out assistance activities through the provision of professional assistants. Article 129 of PP 43 of 2014 as amended by PP 47 of 2015 states that professional assistants as referred to in Article 128 Paragraph (2) consist of:

1. Village local assistants who work in the village to assist the village in the implementation of village administration, village cooperation, development of Village BUM, and development on a local village scale;
2. Village assistants who are assigned to sub-districts to assist the village in the implementation of village administration, village cooperation, development of Village BUM, and village scale development;
3. Technical assistants who are assigned to sub-districts to assist the village in implementing sectoral programs and activities; and
4. Community empowerment experts who are tasked with increasing the capacity of assistants in the framework of implementing village governance, implementing village development, fostering village community, and empowering communities.

The government provides a Village Assistant consisting of:

1. Empowerment Village Facilitators (PDP) whose composition in each District which has 11 (eleven) to 20 (twenty) Villages, shall be assigned 3 (three) Village Facilitators,
2. Infrastructure Engineering Village Facilitators (PDTI), for each sub-district assigned at least 1 (one) person,
3. Village Local Assistants (PLD) domiciled in the village, Composition of Village Local Assistants in one Sub-district with more than 4 (four) Villages, then the calculation is the number of Villages divided by 4 (four).

Based on data obtained from the Community and Village Empowerment Service of West Sumatra Province as the implementer of deconcentration from the aspect of guidance and control of professional assistants, data on village assistants up to 2019 in Pesisir Selatan Regency: Community Empowerment Experts (TAPM), Village Empowerment Assistants (PDP) and Infrastructure Engineering Village Assistants (PDTI) as well as 104 Village Local Assistants (PLD) are Village Fund management assistants known as Village Assistants who are tasked with assisting from the planning process to reporting during the current fiscal year. However, in its implementation there are problems in implementing village assistants. The obstacles that occur are due to the insufficient mentoring provided by the Village Facilitators. The phenomenon related to the performance of village assistance can be seen in table 2 below:

Table 1. Problems with the Performance of Village Facilitators in Pesisir Selatan Regency 2019

NO	LOCATION	CONSTRAIN
1.	Nagari Koto Berapak Kec. Bayang	Village fund management assistance is not carried out optimally by village assistants as well as problems regarding village infrastructure development, village assistants are only busy when preparing their performance reports. (incident October 2017)
2.	Nagari Padang XI Punggasan Kec. Linggo Sari Baganti	Village Facilitators do not understand their duties and functions as well as the low ability of Village assistants to assist villages in planning and preparing the village income and expenditure budget (APBDes) as one of the administrative requirements for the use of village funds. (November 2017 incident)
3.	Nagari Kapuh Kec. Koto XI Tarusan	Village Facilitators do not know about administration and do not know how to disburse village funds. Village Facilitators are prepared to assist the Village Head in managing the Village Fund, starting from the preparation of planning, managing, and reporting the Village Fund. (January 2018 incident)
4.	IV Koto Hili Kec. Batang Kapas	The performance of Village Facilitators and in managing village funds is still considered weak, especially in terms of village administrative assistance. Then there was negligence of village assistants in managing village funds resulting in cases of alleged misuse of village funds until the inspectorate's findings were a form of negligence in supervision of the half-hearted Village Facilitators (March 2018)
5.	Nagari Painan Selatan Kec. IV Jurai	Village Facilitators have not carried out their duties and functions to their full potential, so that many complaints have been submitted to the Provincial PMD Office regarding the results of work using village funds (DD) in Nagari Painan Selatan. This should be an important concern for all Village Facilitators because the purpose of having village assistants is to implement the rules so that such large funds can be useful. (April 2019)
6.	Nagari Pasia Palangai, Balai Selasa	A number of Village Facilitators in the PesisirSelatan Regency are suspected of concurrent positions. In accordance with applicable regulations, Village Facilitators are prohibited from concurrently working contracts with other parties. (December 2019)

Source : Data of Associate Expert on Complaints and Problem Management, Advisor for Region II, West Sumatra Province

Based on the data in the table above, it shows that there is a bad perception of Village Assistants which is a harsh criticism of the government. Empowerment efforts by Village Facilitators must be carried out optimally, because Village Assistants are the actors and activators of the mechanism in the village government system. This is closely related to the performance of Village Facilitators, which are increasingly being questioned because the existence of village assistants is predicted to be the foundation of community expectations for programs implemented by the government, especially for community welfare and village development. to accelerate the increase in development. The role and performance of the Village Facilitators are very much needed in the success of village development. Based on these problems, according to the researcher, one of the efforts that can be made to improve village development is to prepare village assistants who are competent and with integrity and an open recruitment process so that the community can participate in supervising the Village Facilitator recruitment process and providing training before Village Assistants are prepared to assist the village.

According to Wibowo (2016) the factors that affect a person's performance include internal and external factors. Internal factors include attitudes, abilities, commitment, interests, discipline, organizational culture, intelligence, motivation and personality. Meanwhile, external factors include facilities and infrastructure, intensive or salary, training, commitment, work atmosphere, recruitment, work environment, organizational climate and leadership style.

Recruitment and selection are important processes in obtaining Village Facilitators who are in accordance with needs. Through an effective recruitment and selection process, it is possible to obtain human resources as needed. The recruitment and selection process is an opportunity to obtain qualified Village Facilitators candidates. Through recruitment and selection practices that are right on target and effective, candidates for Village Assistants who are accepted can be placed in a work position based on their abilities. This is supported by the results of research conducted by Amin, et al (2014) which states that recruitment and selection have a significant positive impact on employee performance.

Training is a program provided for Village Assistants in need. Through a training program, it can

improve the skills possessed by Village Facilitators. Research conducted by Anitha and Kumar (2016), Tabiu and Nura (2013), Ibrahim, et al (2017) stated that training programs have a significant positive impact on employee performance. In addition to training programs, management needs to pay attention to providing compensation to employees. Compensation is one of the human resource management functions, which has a very important role in an organization / company. Providing compensation to employees is intended as an effort to improve the quality of life of employees. Compensation is important for employees as individuals, because compensation is a reflection or a measure of the value of the work itself

The performance of Village Facilitators is very much in line with the quality of village development, in the process of implementing poor performance, it greatly affects village development. However, village assistance which is the flagship program of the Ministry of Villages has caused many disappointments in the regions. The village mentoring program with 32,000 facilitators who absorb almost half of the Ministry's budget is considered not to have a clear impact on village independence. Village Facilitation was unable to maintain the spirit of community participation and village self-reliance that had been built through PNPM. (Source: <http://Detik.com> accessed on Saturday 21 January 2017 at 19:21).

Seeing the phenomena and problems regarding the Village Facilitators above, the researchers considered it important to know how the Village Facilitators actually performed in Pesisir Selatan District. The measure of good performance is not only based on discipline but because of many factors. Therefore, if it is based on the above problems, the researcher will raise the title of the research, namely "The Effect of Recruitment, Training and Compensation on the Performance of Village Facilitators in Pesisir Selatan District".

II. LITERATURE REVIEW

Recruitment Concept

One of the important aspects in human resources, namely the recruitment process, this process is considered important because it is the first step in developing the human resources of a successful organization. According to Snell and Bohlander (2013: 180) recruitment is the process of finding potential individuals to join an organization and encouraging them to apply for existing or anticipated job vacancies. It can be concluded that recruitment is a process of searching for individuals, especially job applicants who have the potential to work in an organization. The process of recruiting new workers to fill vacancies or vacancies in the workforce can be caused by several reasons, such as workers who quit or workers who were laid off. Snell and Bohlander (2013: 187) explain that in conducting company recruitment, several methods can be used to get interest from applicants such as advertisements, unsolicited applicants and resumes, recruitment via the internet, job fairs, referrals from employees, companies that provide executives. educational institutions, professional associations, labor unions, public employment agencies, private employment agencies, and hire workers. Several recruitment indicators according to Darodjat (2015: 57): 1. Recruitment Method 2. Procedure 3. Recruitment sources

Training Concept

Training according to Dessler (2015: 263) is the process of teaching new or existing employees the basic skills they need to carry out their jobs. Meanwhile, according to Suwanto (2011: 117) Training is an effort to increase the knowledge and abilities of employees to later be applied to their work. This means that in this training activity the organization teaches and provides new skills to their employees so that they can carry out their jobs well. Willingness and ability of employees in optimizing their work motivation is influenced by driving factors in the form of expertise obtained after attending education and training related to technical activities. The indicators (Desler, 2015):

1. Technical ability
Technical skills of employees in carrying out their daily tasks as employees.
2. Conceptual skills
3. An employee has the conceptual ability of what he does.
4. Interpersonal relationship skills
Good employees must have interpersonal skills both to their superiors, fellow employees and to subordinates.

Compensation Concept

Providing compensation to employees by an organization must have the aims and objectives in its implementation, considering that the organization has objectives to be achieved within the time limit determined in accordance with the organization's strategic plan. The goals and objectives of the organization to provide compensation to employees according to Sinambela (2016: 216) are "compensation is made to attract, retain and motivate employees to provide the best energy and thoughts for the organization". through the application of a system of direct or indirect rewards for contributions made to the organization for employees who deserve it, which will automatically improve organizational performance in line with employee performance

improvements. The organization must establish compensation programs based on the principle of fairness, as well as the principle of fairness and fairness by taking into account the applicable rules and also adjusting to the budget capacity of an organization.

Meanwhile, eight concrete factors that can affect the provision of compensation effectively to employees are mentioned by Werther and Davis in Sinambela (2016: 225), namely: 1. Obtain qualified employees 2. Retaining existing employees 3. Guarantee justice 4. Appreciation for the behavior carried out 5. Controlling costs 6. Follow the rule of law 7. Facilitating understanding 8. Improve administrative efficiency Remuneration for their work in financial and non-financial forms. The indicators are (Umar, 2013): 1. Direct Compensation 2. Indirect Compensation

Performance Concept

Performance is said to be the benchmark for an organization in its process of achieving the goals that the organization has formulated. The phenomenon that we often encounter is that organizations in general are in changing environmental conditions in the sense that challenges and threats to the existence of the organization are common. Limited resources are also often things that organizations must think about to solve, considering that the organization is a forum that can combine the efforts of its members to pursue specific goals for the entire organization so that effectiveness is highly respected by the organization in carrying out performance to achieve goals. This is in line with the statement from Sinambela (2016: 488) which states "in general it can be said that effectiveness will be better understood from the point of view of the extent to which the organization is able to obtain and utilize resources in an effort to pursue operational objectives and organizational operational objectives. It is also explained in his book Sinambela (2016: 481) that there are at least four elements which explain that performance is the level of success of a person or institution in carrying out their work, while the four elements are as follows:

1. The work achieved individually or institutionally; which means that the performance is the final result obtained individually or in groups.
2. Granting authority and responsibility to people or institutions in carrying out tasks; which means that people or institutions are given the right and power to act so that their work can be carried out properly, but they must still be under control, namely being accountable for their work to the giver of rights and authorities in order to prevent the misuse of these rights and authorities.
3. The work must be done legally; which means that in carrying out individual or institutional tasks, they must follow established rules.
4. Work is not against morals and ethics. meaning that in addition to following the applicable rules, the work performed must be in accordance with generally accepted morals and ethics.

Performance appraisal is very important to be carried out by government organizations, by conducting a performance appraisal, automatically the quantity and quality of employees will be considered by the organization, where this will result in further steps which contain rewards and punishments for employees with the aim of increasing motivation and love of employees. occupation. According to Donnelly et al in Sinambela (2016: 487) states that individual performance is influenced by six factors, namely: 1) Expectations regarding rewards; 2) Encouragement; 3) Ability; needs, and nature; 4) Perception of duties 5) Internal and external rewards; and 6) Perceptions of reward levels and performance satisfaction.

Employee performance is the quantity and quality achieved by an employee who is assigned to the Pariaman City Health Office in carrying out his duties in accordance with the responsibilities assigned to him. From the performance theory study above, it can be concluded that measuring employee performance can be determined through indicators as according to Flippo (1990) (Mas'ud, 2014):

- a. Quality of work is the result of work performed by employees.
- b. Work quantity is the amount of work that an employee can do well.
- c. Reliability is the employee's ability to complete the tasks assigned to him.
- d. Initiatives are steps that employees take in carrying out difficult tasks.
- e. Craft is employee activity at work.

Research Conceptual Framework

Conceptual framework is a model that explains the relationship of theory with important factors that are known in a particular problem. The conceptual framework will connect theoretically between research variables namely the independent variable with the dependent variable. Based on the theoretical foundation and the formulation of the research problem, the conceptual framework in this study, can be seen in the following figure:

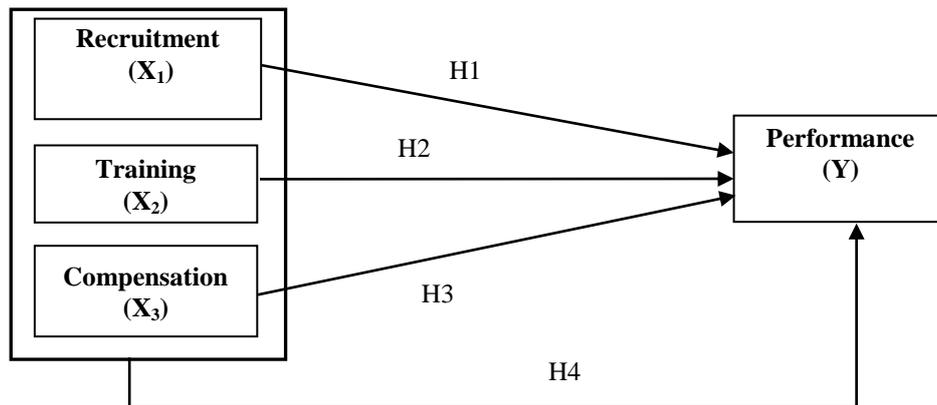


Figure 1. Research Conceptual Framework

III. RESEARCH METHODS

The approach used in this research is quantitative research and testing the proposed hypothesis. Hypothesis testing using multiple linear regression models. The population in this study were all 104 assistants in the management of Village Funds in Pesisir Selatan Regency, which were further reduced by determining the sample. a sample of 82.5 and rounded to 83 people. The sampling technique in this study used Accidental Sampling. Types of data are primary and secondary. Multiple linear regression data analysis techniques.

IV. RESULTS AND DISCUSSION

Descriptive Analysis of Research Variables

1. The average score of the recruitment variable on the performance of village assistants in Pesisir Selatan Regency which consists of 6 questions, where the average score is 3.83 with the Respondent Achievement Level (TCR) of 76.63%. This shows that the recruitment variable on the performance of Village assistants in Pesisir Selatan Regency is in the Good category. The most dominant indicator in the recruitment variable is the recruitment sources where the average value is 3.92 with the Respondent Achievement Level (TCR) of 78.31%. This shows that the indicators of recruitment sources are the most dominant in the performance of Village assistants in Pesisir Selatan Regency in the Good category. While the lowest TCR value is in the procedure indicator where the average value is 3.74 with the Respondent Achievement Level (TCR) of 74.82%, this shows that the lowest indicator is the procedure for Village assistants in the Regency.
2. The average score of training variables on the performance of village assistants in Pesisir Selatan Regency which consists of 6 questions, where the average score is 3.84 with the Respondent Achievement Level (TCR) of 76.79%. This shows that the training variable on the performance of Village assistants in Pesisir Selatan Regency is in the Good category. The most dominant indicator in the training variable is the ability of international relations where the average value is 3.90 with the Respondents' Achievement Level (TCR) of 78.07%. This shows that the indicator of the ability of international relations is the most dominant in the performance of Village assistants in Pesisir Selatan Regency in the Good category. While the lowest TCR value is in the technical ability indicator where the average value is 3.79 with the Respondent Achievement Level (TCR) of 75.78%, this shows that the lowest indicator is the technical ability of village assistants in Pesisir Selatan Regency in the Good category.
3. The average score of the compensation variable on the performance of village assistants in Pesisir Selatan Regency which consists of 6 questions, where the average score is 3.86 with the Respondent Achievement Level (TCR) of 77.23%. This shows that the compensation variable for the performance of Village assistants in Pesisir Selatan Regency is in the Good category. The most dominant indicator in the compensation variable is direct compensation where the average value is 3.89 with a Respondent Achievement Level (TCR) of 77.83%. This shows that the direct compensation indicator is the most dominant in the performance of Village assistants in Pesisir Selatan Regency in the Good category. While the lowest TCR value is in the indirect compensation indicator where the average value is 3.83 with a Respondent Achievement Level (TCR) of 77.59%, this shows that the lowest indicator is indirect compensation to Village assistants in Pesisir Selatan Regency in the category Good.

4. The average score of the variable on the performance of village assistants in Pesisir Selatan Regency which consists of 10 questions, where the average score is 3.69 with the Respondent Achievement Level (TCR) of 73.86%. This shows that the village assistant performance variable in Pesisir Selatan Regency is in the Good category. The most dominant indicator in the performance variable is craft where the average value is 3.73 with the Respondents' Achievement Level (TCR) of 74.70%. This shows that the dominant handicraft indicator on the performance of Village assistants in Pesisir Selatan Regency is in the Good category. While the lowest TCR value is in the work quality indicator where the average value is 3.65 with the Respondent Achievement Level (TCR) of 73.02%, this shows that the lowest indicator is the quality of work of village assistants in Pesisir Selatan Regency in the Good category.

Hypothesis Testing

The results of data processing can be seen in the following table:

Table 3. Recap of Multiple Regression Analysis Test Results

Variable	Coefficients	t _{count}	Sig.
Constant	13.844		
Recruitment-X ₁	0.683	3.379	0,001
Training-X ₂	0,484	2.863	0,005
Compensation X ₃	0,321	1.921	0,009
F_{count} = 14.680		Sig. .000^b	
R² = 0,355			

Source: Processed data, 2020.

Based on the table above, a multiple linear regression equation can be made as follows:

$$Y = 13.844 + 0.683X_1 + 0.484X_2 + 0.321X_3$$

From the above equation, several things can be interpreted, as follows:

1. The constant is 13.844, meaning that if there is no recruitment, training and compensation ($X_1 = X_2 = X_3 = 0$) then the performance value of Village assistants in Pesisir Selatan Regency is a constant of 13.844 units.
2. The regression coefficient of recruitment on the performance of village assistants in Pesisir Selatan Regency, where the t value is 3.379 and the value (sig = 0.001 < 0.05). With df = 83-3 = 80, it is obtained t table of 1.664, from the results above it can be seen that tcount > ttable or 3.379 > 1.664, then recruitment affects the performance of Village assistants in Pesisir Selatan Regency.
3. The training regression coefficient on the performance of village assistants in Pesisir Selatan Regency, where the t value is 2.863 and the value (sig = 0.005 < 0.05). With df = 83-3 = 80, it is obtained t table of 1.664, from the results above it can be seen that tcount > ttable or 2.863 > 1.664, so training affects the performance of village assistants in Pesisir Selatan Regency.
4. Compensation regression coefficient on the performance of village assistants in Pesisir Selatan Regency, where the t value is 1.921 and the value (sig = 0.009 < 0.05). With df = 83-3 = 80, it is obtained t table of 1.664, from the results above it can be seen that tcount > ttable or 1.921 < 1.672, then compensation has no effect on the performance of Village assistants in Pesisir Selatan Regency.

Based on the F test it is known that the F count is 14.680 with a significance value of 0.000 (p < 0.05). This means that the recruitment, training and compensation variables together have an effect on the performance of Village assistants in Pesisir Selatan Regency.

The coefficient of determination of the performance of Village assistants in Pesisir Selatan Regency is shown by the Adjust R Square value of 0.331, this means that the contribution of recruitment, training and compensation has a joint effect on the performance of Village assistants in Pesisir Selatan Regency is 33.1%, while the rest is influenced by other variables.

Discussion

Effect of Recruitment on Performance

The regression coefficient of recruitment on the performance of village assistants in Pesisir Selatan Regency, where the t value is 3.379 and the value (sig = 0.001 < 0.05). With df = 83-3 = 80, it is obtained t table of 1.664, from the results above it can be seen that tcount > ttable or 3.379 > 1.664, then recruitment affects the performance of Village assistants in Pesisir Selatan Regency. Several activities in HR management include recruitment and training. Recruitment is a way of making human resource management planning decisions regarding the number of employees needed, when needed, and what criteria are needed. Recruitment is basically an attempt to fill an empty position or job within an organization or company. In this study, the authors chose the Performance of Village Assistants, starting from 2017 to 2019 in Pesisir Selatan Regency. The goal to be

achieved is to see the extent of the influence of recruitment on the performance of village assistants at that time in carrying out assistance activities for Village Fund Management activities.

Effect of Training on Performance

The training regression coefficient on the performance of village assistants in Pesisir Selatan Regency, where the t value is 2.863 and the value (sig = 0.005 <0.05). With df = 83-3 = 80, it is obtained t table of 1.664, from the results above it can be seen that $t_{count} > t_{table}$ or $2.863 > 1.664$, so training affects the performance of village assistants in Pesisir Selatan Regency.

Tanujaya's research (2015) states several indicators that can be used to measure training are as follows. First, the quality of training materials is the quality of the materials used by instructors or trainers in conducting job training. Second, the quality of training methods is the effectiveness of a method or method used by management in delivering training materials. Third, the quality of the training instructor is the ability of the instructor to deliver training materials using existing methods. Fourth, the quality of training facilities and facilities is the quality and completeness of training support that supports the improvement of employee performance. Fifth, the quality of the training participants is the ability of the trainees to absorb and accept all training programs provided by company management.

Effect of Compensation on Performance

Compensation regression coefficient on the performance of village assistants in Pesisir Selatan Regency, where the t value is 1.621 and the value (sig = 0.009 <0.05). With df = 83-3 = 80, it is obtained t table of 1,664, from the results above it can be seen that $t_{count} < t_{table}$ or $1.921 < 1.672$, then compensation has no effect on the performance of Village assistants in Pesisir Selatan Regency. Basically, people have different reasons for working. Compensation is one of these reasons, this is expressed by Sinambela (2016: 217) which states that "employees use their knowledge, skills, energy, time and commitment, not merely to dedicate or devote themselves to the organization, but other goals they want achieved, namely expecting a reward or remuneration for the resulting work performance and productivity. The compensation referred to is the compensation received by employees on the basis of contributions made to the organization.

Effect of Recruitment, Training and Compensation on Performance

Based on the F test it is known that the F count is 14.680 with a significance value of 0.000 ($p < 0.05$). This means that the recruitment, training and compensation variables together have an effect on the performance of village assistants in Pesisir Selatan Regency. From several factors we know that training and compensation are very important to be needed by a company, because it can manage to carry out a goal it wants to achieve and can train its employees' performance properly to produce optimal quality for the company. Training and compensation cannot be separated from employee performance, so that the responsibility of employees for their work will be even greater. And the compensation given to the company can also improve the performance of employees in the company. Some of these statements can be concluded that in employee work and the compensation given can provide an increase in the performance of employees at the company. So that the company requires training and compensation in realizing its goals to assist employees in carrying out their work.

V. CONCLUSION

Conclusion

1. Recruitment regression coefficient on the performance of village assistants in Pesisir Selatan Regency, where the t value is 3.379 and the value (sig = 0.001 <0.05). With df = 83-3 = 80, it is obtained t table of 1.664, from the results above it can be seen that $t_{count} > t_{table}$ or $3.379 > 1.664$, then recruitment affects the performance of Village assistants in Pesisir Selatan Regency.
2. Training regression coefficient on the performance of village assistants in Pesisir Selatan Regency, where the t value is 2.863 and the value (sig = 0.005 <0.05). With df = 83-3 = 80, it is obtained t table of 1.664, from the results above it can be seen that $t_{count} > t_{table}$ or $2.863 > 1.664$, so training affects the performance of village assistants in Pesisir Selatan Regency.
3. Compensation regression coefficient on the performance of village assistants in Pesisir Selatan Regency, where the t value is 1.621 and the value (sig = 0.009 <0.05). With df = 83-3 = 80, it is obtained t table of 1,664, from the results above it can be seen that $t_{count} < t_{table}$ or $1,921 < 1,672$, then compensation has no effect on the performance of Village assistants in Pesisir Selatan Regency
4. Based on the F test, it is known that the F value counted 14.680 with a significance value of 0.000 ($p < 0.05$). This means that the recruitment, training and compensation variables together have an effect on the performance of Village assistants in Pesisir Selatan District.

Suggestion

The suggestions that the researchers gave from this research activity were as follows:

1. In the recruitment variable, the most dominant indicator is recruitment sources, therefore, if the agency wants to improve the performance of Village assistants in Pesisir Selatan Regency, it is better if in recruiting village assistant personnel, it must be clear the sources used in recruiting village assistants.
2. In the training variable, the most dominant indicator is interpersonal ability. Therefore, the ability of Village assistants in Pesisir Selatan Regency to work should be improved.
3. In the compensation variable, the most dominant indicator is direct compensation because it is better if compensation is given directly to Village assistants in Pesisir Selatan Regency so that they can improve the performance of village assistants.

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