



## The Effect of Innovation and Training Capabilities on the Performance of Village Equipment in Palimanan District

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**Abstract.** Human resources are a crucial factor in the development, progress, and change process in both organizations and government agencies. Mainly to improve human welfare productively. Palimanan District is a sub-district in Cirebon Regency. Palimanan District has 12 villages led by the village head and on the road or assisted by village officials and staff in carrying out duties and authorities. The ability to innovate is essential for the village to increase its potential in the village. The study aimed to determine the effect of innovation and training capabilities on the performance of village apparatus in the Palimanan sub-district by applying observation models, data collection, and questionnaire models in villages and Palimanan sub-districts. The research design used in this study was a descriptive analysis with a quantitative approach, aiming to determine the relationship between two or more variables. The instrument used for this study was a questionnaire sheet. This is shown from the results of the T-Test, which shows the calculated T value for the Inovas ability variable 2.431 and T table 1989, for the training variable of 5.030 and T table 1989. So it can be concluded that the calculated T value is greater than the T table where the innovation ability variable affects performance and the training variable affects performance; the F value is calculated at  $35.365 > F_{table} 3.11$ , which means there is a significant favorable influence between innovation ability and training together (simultaneously) on the performance of Palimanan sub-district village apparatus.

**Keywords:** Innovation Ability, Training, Employee Performance

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### INTRODUCTION

An organization or government agency in improving human welfare productively. Promoting public welfare in organizations and government agencies, Promoting community welfare, is meaningless if there is no effort to bring good changes in human resources, no matter how sophisticated the field of technology, because the availability of qualified potential employees is necessary for companies or institutions to achieve the goals planned by the institution. Therefore, changes or transformations of employees or members of the organization must constantly be improved to achieve the goals and objectives programmed in the company effectively and efficiently.

Village innovation related to the development of village tools regarding reports in terms of correspondence, financial reports, and completeness of village profiles digitally as a website and

Microsoft Office, where villages in the Palimanan sub-district must have reasonable provisions to support their work. The performance of village apparatus in an agency or organization needs innovation capabilities in terms of using technology in the strategy. There needs to be training for village officials to support their work, such as correspondence reports, village administration reports, general administration services, and village profiles. The ability to innovate is essential for the village to increase its potential in the village.

The success of innovation depends mainly on the ability of human resources, and the level of innovation possessed by the village, government, or external parties needs to be improved. With strong support in the form of budgets, training, and technical assistance, villages may be able to face challenges in implementing innovation. In the observation and collection of village data, Palimanan sub-district includes various innovations in the field of village infrastructure with absorption in the village budget of 45%, innovation in the field of entrepreneurship with absorption in the village budget of 30%, innovation in the field of human resources with absorption in the village budget of 25%.

The field of human resources and entrepreneurship or economy still needs to be considered by the village government in Palimanan District. The training is still and less than optimal, resulting in less than optimal development of innovation capabilities in village equipment in Palimanan District based on a comparison between the realization of performance and innovation capabilities, less optimal use of training to support the performance of village employees in Palimanan District. Qualified human resources for village employees in the Palimanan sub-district.

## **LITERATURE**

Innovation ability is a person's desire or desire to learn about new things on broad and diverse concepts (Klein & Bhagat, 2016). (Goldstein, I. L., & Ford, J. K., 2002) Innovation creates, develops, and implements new ideas that generate added value through more effective or efficient products, services, processes, or business models. Thornhill (2006) in Rosli et al. (2013) defines *innovation* as a process of idea creation, development of a novelty, and introduction of a new product, process, or service to society. In addition, Pearce et al. (2013) also argue that innovation is the initial commercialization of inventions by producing and selling a new product, service, or process.

Inovasi menurut Hanafi (1981: 29 – 31) ialah suatu gagasan, tindakan, atau barang yang dianggap baru oleh seseorang, ini berarti inovasi tidak selalu berarti menerapkan hal yang murni

New in the sense of being created or invented by yourself, but innovation also includes applying new things to a person or a group even though it has been considered obsolete by other groups or organizations. The ability to innovate is a person's desire or desire to learn about new things on broad and diverse concepts (Klein and Bhagat, 2016).

This means that innovation begins with an encouragement to try something new to what you want to learn without any limitations so that one of the village officials in the Palimanan sub-district can have the best data program innovation in their respective villages that can support the village's success. Also, employee performance is a benchmark for progress and development.

### **H1: Innovation Capability Influence on the performance of village apparatus Palimanan**

Training (X2) on performance (Y) in village apparatus agencies, Palimanan sub-district villages, i.e., training can provide the knowledge and skills needed for village apparatus members to carry out their duties more effectively. Training may include an increased understanding of applicable regulations, policies, and procedures and the development of specific technical skills appropriate to the duties of each member of the village apparatus. By having adequate knowledge and skills, members of the village apparatus can carry out their duties more competently. Researchers agree with Kasmir (2016: 198) that training has a relationship with employee performance. That is, if the results of the training assessment obtained during the training period are good, then the company will be affected by the sound effects, such as increasing employee performance and achieving the vision and mission of the Village Agency. And vice versa.

### **H2: Training on the effect on the performance of village apparatus in Palimanan**

Innovation (X1) and training (X2) on performance (Y) in the Palimanan sub-district village apparatus, namely, Innovation and training can result in the development of new methods, technologies, or approaches that improve the quality of services provided by village officials to the community. Improved operational efficiency: Innovation can help village officials identify and implement more efficient solutions to perform daily tasks and activities, such as information technology, process automation, or more effective use of resources. Research agrees with (Adams, S. 2018). The combination of Innovation and training can significantly impact the performance of village apparatus. Innovation opens up new opportunities and improves the way of working, while training improves the skills and capacity of personnel. This can improve the efficiency and effectiveness of services at the village level.

**H3: Innovation and training capabilities influence on the performance of village apparatus in Palimanan sub-district**

**METHOD**

The research method that the author uses for this research is a quantitative method with a descriptive approach, this method already has very concrete and measurable rules and with this method can develop various new sciences. This quantitative research is research in the form of numbers and analyzes using statistics (Sugiyono, 2017). The variables are innovation (X1), training (X2) and employee performance (Y).

**DISCUSSION**

**Table 1. Validity and Reliability Test Results**

Variable	Cronbach's Alpha	Criterion	N of Item's	Information
Innovation Capabilities (X <sub>1</sub> )	0,789	>0.60	10	Reliable
Training (X <sub>2</sub> )	0,955	>0.60	10	Reliable
Performance (Y)	0,717	>0.60	10	Reliable

Source: Primary data processed in 2023

Above can be seen the value of *Cronbach's alpha* innovation ability 0.789, training 0.966 and performance 0.717 all variables > 0.60 consisting of 6 (six) items are declared reliable. The reliability of all statement items is reliable. So that overall the data is valid (valid) and reliable (consistent).

**Table 2. Innovation Capability Validity Test Results**

X <sub>1</sub>	<i>Corrected Correlation</i>	R Table	Information
Statement	Item-Total		
	<i>Correlation</i>		
X1.1	0,230	0,213	Valid
X1.2	0,261	0,213	Valid
X1.3	0,282	0,213	Valid
X1.4	0,289	0,213	Valid

X1.5	0,290	0,213	Valid
X1.6	0,224	0,213	Valid
X1.7	0,735	0,213	Valid
X1.8	0,718	0,213	Valid
X1.9	0,807	0,213	Valid
X1.10	0,761	0,213	Valid

Source: Primary data processed in 2023

Based on the table above, the results of the validity test above show that all items of the Innovation statement (X1) are valid because the calculated value > rtable, a significant level of 0.213 (sig.2-tailed  $\leq \alpha$  0.05). The highest value is found in statement 9 with *Corrected item- total correlation* of 0.807 and the *smallest Corrected item total correlation* is found in statement 6 of 0.224 It is concluded that all statement items are valid, and the data can be used in the next stage of data processing.

**Table 3. Training Validity Test Results**

X <sub>2</sub>	<i>Corrected Correlation</i>	R Table	Information
Statement	Item-Total <i>Correlation</i>		
X2.1	0,924	0,213	Valid
X2.2	0,921	0,213	Valid
X2.3	0,897	0,213	Valid
X2.4	0,914	0,213	Valid
X2.5	0,748	0,213	Valid
X2.6	0,543	0,213	Valid
X2.7	0,865	0,213	Valid
X2.8	0,887	0,213	Valid
X2.9	0,908	0,213	Valid
X2.10	0,879	0,213	Valid

Source: Primary data processed in 2023

Based on the table above, the validity test results above show that all Training statement items (X2) are valid because the calculated value > rtable, a significant level of 0.213 (sig.2 - tailed  $\leq \alpha$  0.05). The highest value is found in statement 1 with a *Corrected item- total*

correlation of 0.924 and the smallest Corrected item total correlation is found in statement 6 of 0.543. It is concluded that all statement items are valid, and the data can be used in the next stage of data processing.

**Table 4. Performance Validity Test Results**

Y	Corrected Correlation	R Table	Information
Statement	Item-Total Correlation		
Y.1	0,445	0,213	Valid
Y.2	0,487	0,213	Valid
Y.3	0,495	0,213	Valid
Y.4	0,370	0,213	Valid
Y.5	0,556	0,213	Valid
Y.6	0,369	0,213	Valid
Y.7	0,621	0,213	Valid
Y.8	0,704	0,213	Valid
Y.9	0,622	0,213	Valid
Y.10	0,617	0,213	Valid

Source : Primary data processed in 2023

In the table, the validity test results above show that all Performance statement items (Y) are valid because the calculated value > rtable, a significant level of 0.213 (sig.2-tailed  $\leq \alpha$  0.05). The highest value is found in statement 8 with *Corrected item- total correlation* of 0.704 and the *smallest Corrected item total correlation* is found in statement 6 of 0.369. It is concluded that all statement items are valid, and the data can be used in the next stage of data processing.

**Table 5. Multiple Linear Regression Test Results**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.789	3.002		6.258	.000
	Innovation capabilities	.247	.102	.245	2.431	.017

	Pelatihan	.259	.052	.506	5.030	.000
a. Dependent Variable: Performance						

Source : Primary data processed spss in 2023

If the innovation variable, training variable is = 0, then the variable value of employee performance is 18,789. Shows that the higher the value of the innovation variable (X1), the higher the value of the employee performance variable, which means that there is a positive relationship between the innovation variable (X1) and the employee performance variable (Y). If the Innovation variable increases by 1% or 1 point, the employee performance variable will increase by 0.247. The positive value coefficient shows that the higher the value of the training variable (X2), the higher the value of the employee performance variable, which means that there is a positive relationship between the training variable (X2) and the employee performance variable (Y). If the training variable increases by 1% or 1 point, the employee performance variable will increase by 0.259.

**Table 6. Test Results of Coefficient of Determination (R2)**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.664 <sup>a</sup>	.441	.427	4.198

Source: Primary data processed spss in 2023

From the table above explaining the calculation results of SPSS, obtained an *R square* value of 0.441 or 44.1%, it means that 44.1%, from innovation and training can explain employee performance variables, while the difference of 55.9% (100% - 44.1%) is influenced by other variables that are not studied in this study.

**Table 7. T Test Results**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.789	3.002		6.258	.000
	Kemampuan Inovasi	.247	.102	.245	2.431	.017

	Pelatihan	.259	.052	.506	5.030	.000
a. Dependent Variable: Performance						

Source: Primary data processed spss in 2023

It can be seen from the table above that the Innovation ability variable (X1) is shown by a calculated t value of  $2.431 \geq t$  table of 1.989 and a significance value of  $0.017 < 0.05$  which means  $H_0$  is rejected and  $H_a$  is accepted, thus the Innovation ability variable is stated to have a significant effect on employee performance. It can be seen from the table above that the Training Variable (X2) is shown with a calculated t value of  $5.030 \geq t$  table of 1.989 and a significance value of  $0.000 \leq 0.05$  which means  $H_0$  is rejected and  $H_a$  is accepted, thus the Training variable is stated to have a significant effect on employee performance.

**Table 8. F Test Results**

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1196.156	2	598.078	35.365	.000b
	Residual	1386.739	82	16.911		
	Total	2582.894	84			
a. Dependent Variable: Performance						
b. Predictors: (Constant), Training, Innovation						

Source: Primary data processed spss in 2023

Based on the table above, it is known that the significance value for the effect of X1, X2 simultaneously on Y is  $0.000 \leq 0.05$  and the F value is calculated at  $35.365 \geq F$  table 2.57 so that it can be concluded that simultaneously innovation variables and training variables together have a significant effect on employee performance, the fifth hypothesis (H3) is accepted.

**Innovation ability affects the performance of village devices**

Innovation can affect the performance of village equipment. Based on the t-test results and the significance value, it is known that the Innovation Ability Variable (X1) is shown with t count  $2.431 \geq t$  table 1.989 and significance value  $0.017 < 0.05$ ; thus, the Innovation Ability variable is declared to affect employee performance. So, it can be concluded that the variable Innovation ability partially affects the performance of village equipment. Because of this, due to

the provision of training related to development in village apparatus regarding reports that can be completed correctly and for training, village officials have reasonable provisions to support their work. This means that the test affects the performance of village devices.

### **Training Has a Significant Effect on the Performance of Village Apparatus**

There is training that has a significant effect on the performance of village apparatus. Based on the results of the t-test and the significance value, it is known that the Training Variable (X2) is indicated by a calculated t value of  $5.030 \geq t \text{ table } 1.989$  and a significance value of  $0.000 \leq 0.05$ . The beta coefficient value is positive, which means that the various items contained in the training affect the performance of the village device. So, it can be concluded that partial training variables positively and significantly affect employee performance. This means that the better the training given to employees, the higher employee's performance increases; on the other hand, the worse the training owned by employees, the employees' performance decreases or becomes less satisfactory.

### **Innovation and Training Capabilities Together Affect the Performance**

Based on the f test and the significance value that X1, X2 simultaneously against Y is  $0.000 \leq 0.05$ , and the F value is calculated at  $35.365 \geq F \text{ table } 2.57$  so that it can be concluded that simultaneously the innovation ability variable and the training variable together have a significant effect on employee performance. The coefficient of determination (R square) shows that innovation and training ability variables affect employee performance. *The result of the influence on performance was 44.1%. At the same time, the remaining 55.9% (100% - 44.1%) was influenced by other variables that were not studied in this study.*

This means that employees who can work with innovation skills and are given training are very influential on performance. It refers to developing and applying new ideas obtained from training or changes in the service process to village communities that can increase the efficiency, productivity, or relevance of a village organization. In Palimanan Village, it has a good effect on employees' ability to use their innovation and training skills for village organizations and communities.

## **CONCLUSION**

This means that the ability of village officials to innovate to improve the performance of their village devices to the maximum has provided maximum services. The excellent performance of the village apparatus can further increase the organization's reputation in the

village apparatus in the Palimanan sub-district. This means that village officials in the Palimanan sub-district are given learning process training structured to improve employees' knowledge, skills, and competencies. This can focus on various areas, including technical and non-technical skills in the performance of village equipment, increasing the potential of IT-based villages, and increasing the resources owned by the community to be more prosperous. When employees are given training and innovation skills to reference their work to increase their capabilities in technology-based villages in the Palimanan District, it has a good impact in the future on village equipment and the Palimanan community on the use of training and innovation skills to advance villages in Palimanan District.

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