

**PENGARUH KOMPETENSI SUMBERDAYA MANUSIA DAN  
KEMAMPUAN PEMANFAATAN DIGITALISASI  
TERHADAP KINERJA APARATUR DESA  
DI KECAMATAN PAKKAT  
KABUPATEN HUMBANG  
HASUNDUTAN**

**ABSTRAK**

Penelitian ini bertujuan untuk menganalisis Pengaruh Kompetensi Sumber Daya Manusia Dan Kemampuan Pemanfaatan Digitalisasi Terhadap Kinerja Aparatur Desa Di Kecamatan Pakkat. Kompetensi sumber daya manusia dan pemanfaatan digitalisasi merupakan faktor penting dalam meningkatkan efektivitas kerja serta kualitas pelayanan aparatur desa di era pemerintahan berbasis teknologi. Penelitian ini menggunakan metode kuantitatif dengan pendekatan asosiatif. Populasi dalam penelitian ini adalah 22 desa yang ada di Kecamatan Pakkat Kabupaten Humbang Hasundutan, sedangkan sampel penelitian ditentukan menggunakan teknik *two stage cluster sampling*. Dalam penelitian ini dipilih 5 desa sebagai *cluster*, lalu dari tiap desa (*cluster*) diambil 5 responden, sehingga total 25 responden menjadi sampel penelitian. Data penelitian diperoleh melalui penyebaran kuesioner dan dianalisis menggunakan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa kompetensi sumber daya manusia berpengaruh positif dan signifikan terhadap kinerja aparatur desa. Selain itu, kemampuan pemanfaatan digitalisasi juga berpengaruh positif dan signifikan terhadap kinerja aparatur desa. Secara simultan, kompetensi sumber daya manusia dan kemampuan pemanfaatan digitalisasi berpengaruh signifikan terhadap kinerja aparatur desa di Kecamatan Pakkat. Variabel independen dalam penelitian ini memiliki kontribusi pengaruh yang sangat kuat terhadap variabel dependen, yaitu sebesar 70,5%, sedangkan sisanya 29,5% dipengaruhi oleh variabel lain di luar variabel penelitian ini. Penelitian ini diharapkan dapat memberikan kontribusi bagi pemerintah daerah dalam meningkatkan kinerja aparatur desa melalui peningkatan kompetensi dan optimalisasi pemanfaatan teknologi digital

**Kata Kunci:** Kompetensi Sumber Daya Manusia, Digitalisasi, Kinerja Aparatur Desa

**THE INFLUENCE OF HUMAN RESOURCE COMPETENCE AND  
DIGITALIZATION UTILIZATION CAPABILITY ON  
THE PERFORMANCE OF VILLAGE APPARATUS IN  
PAKKAT DISTRICT, HUMBANG  
HASUNDUTAN REGENCY**

**ABSTRACT**

*This study aims to analyze the effect of human resource competence and the ability to utilize digitalization on the performance of village officials in Pakkat District. Human resource competence and the utilization of digital technology are important factors in improving work effectiveness and the quality of public services delivered by village officials in the era of technology-based governance. This research employs a quantitative method with an associative approach.*

*The population of this study consists of 22 villages located in Pakkat District, Humbang Hasundutan Regency. The research sample was determined using a two-stage cluster sampling technique. In this study, five villages were selected as clusters, and from each village (cluster), five respondents were chosen, resulting in a total sample of 25 respondents. The research data were collected through questionnaire distribution and analyzed using multiple linear regression analysis.*

*The results of the study indicate that human resource competence has a positive and significant effect on the performance of village officials. In addition, the ability to utilize digitalization also has a positive and significant effect on the performance of village officials. Simultaneously, human resource competence and the ability to utilize digitalization have a significant effect on the performance of village officials in Pakkat District. The independent variables in this study contribute a very strong influence on the dependent variable, amounting to 70.5%, while the remaining 29.5% is influenced by other variables outside the scope of this research.*

*This study is expected to provide contributions to local governments in improving the performance of village officials through enhancing human resource competence and optimizing the utilization of digital technology.*

**Keywords:** *Human Resource Competence, Digitalization, Performance of Village apparatus*