

The Influence of Education Level on the Performance of Village Officials in Sampaga District, Mamuju Regency

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Abstract

This study aims to determine the effect of education level on the performance of village officials in Sampaga District, Mamuju Regency. The population in this study was all village officials in Sampaga District, Mamuju Regency, totaling 54 people. The sampling technique used was saturated sampling, so that all members of the population were used as research samples. The research method used was a quantitative approach with data collection techniques through distributing questionnaires to respondents. Data analysis was carried out using descriptive analysis, data quality tests including validity and reliability tests, and hypothesis testing using simple linear regression analysis, t-tests, and coefficients of determination (R^2). The results of the study showed that education level had a positive and significant effect on the performance of village officials. This was evidenced by a significance value of <0.05 and a calculated t-value that was greater than the t-table. The results of the regression analysis showed a unidirectional relationship between education level and village official performance, where the higher the level of education, the higher the performance of village officials tended to be. The coefficient of determination (R^2) value of 0.999 indicates that 99.9% of the variation in village apparatus performance can be explained by education level, while the remaining 0.1% is influenced by other factors outside the research model. Thus, it can be concluded that education level plays a very important role in improving the performance of village apparatus in Sampaga District, Mamuju Regency.

1. Introduction

Education is the main foundation in developing human resources, which plays an important role in improving the quality of government administration and public services. Through education, individuals are expected to develop knowledge, skills, attitudes, and mindsets that support the effective and responsible execution of their duties. In the context of village government, village officials as the frontline of public service occupy a very strategic position because they interact directly with the community. Therefore, the performance quality of village officials becomes one of the key indicators of successful governance at the local level. Good performance is reflected in the ability of village officials to provide services that are fast, accurate, transparent, and accountable in accordance with laws and regulations as well as community

expectations (Hanan, B. 2025).

Various previous studies indicate that the performance of government officials is influenced by various factors, both internal and external. Internal factors include work motivation, experience, competence, and level of education, while external factors include work environment, organizational systems, and government policies. The level of education is often mentioned as one of the key factors because it is directly related to cognitive ability, administrative mastery, and proficiency in understanding regulations and utilizing information technology (Salim, R. 2025). Officials with higher levels of education generally have better analytical skills, adapt more easily to changes, and are able to work more systematically and professionally. However, previous research results still show

varied findings, especially when applied to the context of village government, which has different social, cultural, and administrative characteristics in each region (Pabontong, N. I. S., & Halwi, M. D., 2026).

At the village level, various performance problems are still found that impact the quality of public services, such as low work discipline, slow administrative processes, lack of accuracy in document preparation, and suboptimal responsiveness to community needs (Edrial, E., Yuningsih, Y., & Muslim, M., 2025). This condition is also found in Sampaga Subdistrict, Mamuju Regency, where limited human resources, particularly in terms of the educational background of village officials, are suspected to affect their performance achievements. Nevertheless, empirical research that specifically examines the influence of education level on the performance of village officials in this area is still relatively limited. Most previous studies have focused more on government officials at the district or city level, thus not fully capturing the realities and challenges faced by village officials (Dzulkifli, D., Ahmad, B., Abdullah, M. T., & Ibrahim, M. A., 2025).

This research gap is the urgency as well as the novelty of this study. By specifically examining the relationship between education level and the performance of village officials in Sampaga Subdistrict, this study is expected to provide a more contextual picture of the role of education in improving the performance quality of village officials. In addition, this research is also expected to fill the gap in the literature related to human resource management at the village government level, particularly in Mamuju Regency. The findings of this study have strategic value as consideration for local governments in formulating human resource development policies, both through improving access to formal education and through continuous training and competency development programs.

Based on this description, the objective of this study is to analyze and explain the effect of education level on the performance of village officials in Sampaga Subdistrict, Mamuju

Regency, so as to obtain a deeper understanding of the importance of education in supporting the improvement of public service quality and village governance.

2. Literature Review

Human Resource Management (HRM) is a strategic element in organizations that focuses on managing people as the main assets to achieve goals effectively and efficiently. In the context of village government, HRM plays an important role because the quality of village officials greatly determines the success of governance and the quality of public services to the community. Good human resource management will encourage increased competence, professionalism, and responsibility of village officials in carrying out their duties (Hasibuan, 2019; Lestari et al., 2023).

One important aspect of human resource development is education. Education is understood as a planned process to improve individual knowledge, skills, attitudes, and values through formal and non-formal education levels. The level of education reflects a person's intellectual capacity and ability to understand tasks, solve problems, and adapt to changes in the work environment. Higher education generally provides better analytical and administrative capabilities, thus supporting the professional execution of government duties (Naimah, 2020; Aliftiana & Rohim, 2021).

In village government, the education level of village officials is an important factor because it is directly related to administrative mastery, understanding of regulations, and ability to utilize information technology. Village officials with adequate educational backgrounds are expected to work more systematically, carefully, and responsively to community needs. Empirical research shows that education level contributes positively to improving the performance of village officials, both in terms of work quality and public service efficiency (Setyawan et al., 2022; Haryati & Makarim, 2023).

The performance of village officials is the result of work achieved by village apparatus in

carrying out their duties and responsibilities in accordance with established standards. Performance is not only seen as the final result but also reflects the work behavior demonstrated during the task execution process. Good performance is reflected in the quality and quantity of work, discipline, accuracy, initiative, and the ability to work effectively and efficiently in serving the community (Afandi, 2018; Nurhidayati & Erika, 2020).

Various factors influence the performance of village officials, including ability, knowledge, motivation, leadership, work environment, and education level. Education occupies a strategic position because it serves as the foundation for forming work abilities and competencies. Officials with higher education levels tend to have a better understanding of their work, are able to make rational decisions, and show greater responsibility toward their duties (Kasmir, 2016; Rumengan & Khaddafi, 2023).

Previous research results show a consistent relationship between education level and the performance of village officials. Aliftiana and Rohim (2021) found that education has a significant effect on village officials' performance at the local level. Similar findings were also stated by Indrastuti and Anggraini (2023), who emphasized that education plays an important role in improving the performance of village officials, particularly in supporting appropriate job placement. Meanwhile, Haryati and Makarim (2023) confirmed that education level together with motivation and work experience simultaneously have a positive effect on the performance of village officials.

Based on the theoretical review and previous research findings, it can be understood that education level is one of the key determinants in improving the performance of village officials. Adequate education will support the formation of competent and professional village officials who are able to provide optimal public services. Therefore, research on the effect of education level on the performance of village officials in Sampaga Subdistrict, Mamuju Regency has a strong

theoretical and empirical foundation.

3. Research Methods

This study uses a quantitative approach with an explanatory research design to analyze the effect of education level on the performance of village officials. This approach was chosen because it is able to objectively measure the relationship between variables through numerical data analyzed using statistical techniques.

The research was conducted on village officials in Sampaga Subdistrict, Mamuju Regency, West Sulawesi Province, from May to July 2025. The research population includes all village officials consisting of village secretaries, heads of affairs, and heads of sections in seven villages, totaling 54 people. Given the relatively small population size, a saturated sampling technique was used, meaning that all members of the population were included as research respondents.

The data used are quantitative data derived from primary and secondary sources. Primary data were obtained through distributing questionnaires to respondents to measure the variables of education level and performance of village officials, while secondary data were obtained from official documentation and relevant scientific literature. Data collection was carried out through observation, questionnaires, documentation, and literature study. The collected data were analyzed using quantitative statistical analysis to determine the direction and magnitude of the effect of education level on the performance of village officials.

4. Results and Discussion

4.1. Results

4.1.1. Description of Respondents Based on Gender

Table 4 Description of Respondents Based on Gender

Description	Frequency	Percentage
Male	27	50%
Female	27	50%
Total	54	100%

Source: Primary Data Processed, 2025

Based on Table 4, the number of male and female respondents is 27 each or 50%, so the composition of respondents based on gender in this study is balanced and not dominated by one gender.

4.1.2. Description of Respondents Based on Age

Table 5 Description of Respondents Based on Age

Description	Value
Youngest age	19 years
Oldest age	48 years
Average age	± 30.6 years

Source: Primary Data Processed, 2025

Based on Table 5, respondents' ages range from 19–48 years with an average of 30.6 years, indicating that most respondents are in their productive age and have optimal conditions to support work activities.

4.1.3. Respondents' Education

Table 6 Description of Respondents Based on Education

Description	Frequency	Percentage
Senior High School (SMA)	30	55.6%
Diploma/Bachelor's	24	44.4%

4.1.5. Description of Measurement Results of Research Variables

a. Education Level

Table 8 Measurement Results of Education Level Variable (X)

NO	Indicator	Statement	Respondents Total										Average	
			STS (1)		TS (2)		KS (3)		S (4)		SS (5)			
			F	%	F	%	F	%	F	%	F	%		
1.	Level of Education	X.1	1	2	0	0	4	7	14	26	35	65	4,5	4,6
		X.2	2	4	0	0	0	0	9	17	43	80	4,6	
		X.3	1	2	0	0	1	2	8	15	44	81	4,7	
2.	Major Relevance	X.4	0	0	0	0	3	6	5	9	46	85	4,8	4,4
		X.5	1	2	2	4	16	30	6	11	28	52	4,0	
		X.6	0	0	3	6	7	13	9	17	35	65	4,4	
3.	Competence	X.7	6	11	0	0	2	4	5	9	41	76	4,3	4,6
		X.8	0	0	0	0	1	2	11	20	42	78	4,7	
		X.9	2	4	0	0	1	2	9	17	42	78	4,6	
		X.10	1	2	0	0	0	0	7	13	46	85	4,8	
Average: 4,5														

Source: Data processed by the researcher using SPSS (2025).

Based on the measurement results, the education level of village officials in Sampaga

Degree		
Total	54	100%

Source: Primary Data Processed, 2025

Based on Table 6, the majority of respondents have a senior high school education totaling 30 people (55.6%), while Diploma/Bachelor's graduates amount to 24 people (44.4%), so the respondents' education level is dominated by senior high school graduates.

4.1.4. Description of Respondents Based on Length of Service

Table 7 Description of Respondents Based on Length of Service

Description	Frequency	Percentage
Less than 5 years	26	48.1%
5–10 years	16	29.6%
More than 10 years	12	22.3%
Total	54	100%

Source: Primary Data Processed, 2025

Based on Table 7, the majority of respondents have worked for less than 5 years totaling 26 people (48.1%), followed by 5–10 years of service totaling 16 people (29.6%) and more than 10 years totaling 12 people (22.3%).

Subdistrict, Mamuju Regency is in the high category, indicated by the dominance of “Agree” and “Strongly Agree” responses across all indicators and an average score of 4.5, which

signifies that education plays an important role in supporting the abilities, knowledge, and skills of village officials.

b. Performance

Table 9 Measurement Results of Performance Variable (Y)

N O	Indicator	Statement	Respondents Total										Average	
			STS (1)		TS (2)		KS (3)		S (4)		SS (5)			
			F	%	F	%	F	%	F	%	F	%		
1.	Quality	Y.1	0	0	0	0	0	0	13	24	41	76	4,7	4,7
2.	Quantity	Y.2	0	0	0	0	0	0	13	24	41	76	4,7	4,7
3.	Efficiency in Task Implementation	Y.3	0	0	1	2	1	2	9	17	43	80	4,7	4,7
4.	Work Discipline	Y.4	0	0	1	2	0	0	13	24	40	74	4,7	4,6
		Y.5	0	0	2	4	0	0	15	28	37	69	4,6	
5.	Initiative	Y.6	1	2	1	2	2	4	12	22	38	70	4,5	4,5
6.	Accuracy	Y.7	0	0	1	2	2	4	8	15	43	80	4,7	4,7
7.	Leadership	Y.8	2	4	0	0	1	2	11	20	40	74	4,6	4,6
8.	Honesty	Y.9	0	0	0	0	0	0	17	31	37	74	4,6	4,6
9.	Creativity	Y.10	1	2	1	2	0	0	13	24	39	72	4,6	4,6
Average: 4,6														

Source: Data processed by the researcher using SPSS (2025).

Based on the measurement results, the performance of village officials in Sampaga Subdistrict, Mamuju Regency is in the high category, as shown by the dominance of “Agree”

and “Strongly Agree” responses across all indicators and an average score of 4.6, reflecting that the execution of duties and services to the community has been carried out well.

4.1.6. Data Quality Test

a. Validity Test

Table 10 Validity Test Results of Research Variables

Variable	Item Code	r-calculated	r-table	Description
Education	X01	0,645	0,273	Valid
	X02	0,574	0,273	Valid
	X03	0,789	0,273	Valid
	X04	0,441	0,273	Valid
	X05	0,667	0,273	Valid
	X06	0,713	0,273	Valid
	X07	0,717	0,273	Valid
	X08	0,802	0,273	Valid
	X09	0,795	0,273	Valid
	X10	0,744	0,273	Valid
Performance	Y01	0,562	0,273	Valid
	Y02	0,412	0,273	Valid
	Y03	0,383	0,273	Valid
	Y04	0,670	0,273	Valid
	Y05	0,570	0,273	Valid
	Y06	0,543	0,273	Valid
	Y07	0,425	0,273	Valid

	Y08	0,460	0,273	Valid
	Y09	0,412	0,273	Valid
	Y10	0,747	0,273	Valid

Source: Data processed by the researcher using SPSS (2025).

All statement items on the Education Level (X) and Village Officials' Performance (Y) variables are declared valid because each has a calculated r-value greater than the r-table value (0.273), so all instruments are feasible for use in this study.

b. Reliability Test

Table 11 Reliability Test Results of Research Variables

Variable	Cronbach's Alpha	Description
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Education (X)	0.864	Reliable
Performance (Y)	0.664	Reliable

Source: Data processed by researcher using SPSS (2025)

Based on Table 4.8, the Cronbach's Alpha values for the Education variable (0.864) and Village Officials' Performance variable (0.664) are greater than 0.60, so all research instruments are declared reliable.

4.1.7. Classical Assumption Test

a. Normality Test

Table 12 Normality Test Results (One-Sample Kolmogorov-Smirnov Test)

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		54
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.02422214
Most Extreme Differences	Absolute	.116
	Positive	.116
	Negative	-.087
Test Statistic		.116
Asymp. Sig. (2-tailed) ^c		.065
Monte Carlo Sig. (2-tailed) ^d	Sig.	.065
	99% Confidence Interval	Lower Bound .059 Upper Bound .071

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

Based on Table 4.9, the Asymp. Sig. (2-tailed) value of 0.065 is greater than $\alpha = 0.05$, so the residual data are normally distributed and

meet the normality assumption for regression analysis.

b. Linearity Test

			ANOVA Table				
			Sum of Squares	df	Mean Square	F	Sig.
Performance * Education	Between Groups	(Combined)	707.026	13	54.387	12.333	<.001
		Linearity	617.913	1	617.913	140.116	<.001
		Deviation from Linearity	89.112	12	7.426	1.684	.108
	Within Groups		176.400	40	4.410		
	Total		883.426	53			

Table 13 Linearity Test Results (ANOVA Table)

Source: Data processed by the researcher using SPSS (2025).

Based on Table 4.9, the significance value of Deviation from Linearity of 0.108 is greater than $\alpha = 0.05$, so the relationship between the

independent and dependent variables is linear and meets the regression assumption.

c. Simple Linear Regression Test

Table 14 Simple Linear Regression Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26.707	2.649		10.083	<.001
	Education	.436	.057	.726	7.603	<.001

a. Dependent Variable: Performance

Source: Data processed by the researcher using SPSS (2025).

Based on the SPSS output in the coefficients table, the simple linear regression model obtained is $Y = 26.707 + 0.436X + e$. The constant value of 26.707 indicates that the performance of village officials remains at 26.707 when the level of education does not change. Meanwhile, the regression coefficient of

0.436 indicates that every one-unit increase in the level of education will increase the performance of village officials by 0.436 units. Thus, it can be concluded that the level of education has a positive effect on the performance of village officials.

4.1.8. Hypothesis Testing

a. T-Test (Partial Test)

Table 15 Results of the Partial T-Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26.707	2.649		10.083	<.001
	Education	.436	.057	.726	7.603	<.001

a. Dependent Variable: Performance

Source: Data processed by the researcher using SPSS (2025).

Based on the t-test results, the education variable has a significance value < 0.05 and t-

calculated (10.083) is greater than t-table (2.004), so it is concluded that education level

has a positive and significant effect on village

officials' performance.

Coefficient of Determination Test (R^2)

Table 16 Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.726 ^a	.526	.517	2.301
a. Predictors: (Constant), Education				

Source: Data processed by the researcher using SPSS (2025).

The R Square (R^2) value of 0.726 indicates that the level of education contributes 72.6% to the performance of village officials, while the remaining 27.4% is influenced by other factors outside the research model.

4.2. Discussion

Based on the results of the descriptive data analysis, the respondents in this study were village officials in Sampaga District, Mamuju Regency, with a balanced gender composition between men and women, each totaling 27 people or 50%. In terms of age, respondents ranged from 19 to 48 years old with an average age of 30.6 years. This condition indicates that the majority of respondents are in their productive age, so they still have optimal physical and mental capacity to carry out their duties and responsibilities as village officials.

In terms of educational level, most respondents had a senior high school (SMA) background, totaling 30 people (55.6%), while respondents with Diploma or Bachelor's degrees amounted to 24 people (44.4%). This composition shows that village officials have generally attained secondary to higher education. Theoretically, this level of education is expected to support the improvement of work skills, understanding of duties, and the quality of service to the community. Adequate education serves as an important asset for village officials in carrying out government and public service functions effectively.

In addition to education, length of service is also an important aspect in describing respondents' work experience. The data show

that respondents with less than 5 years of service amounted to 26 people (48.1%), those with 5–10 years of service totaled 16 people (29.6%), and those with more than 10 years of service amounted to 12 people (22.3%). This indicates that the majority of village officials are still in the early to mid-stage of their work experience. Nevertheless, village officials with longer tenure still play a role as sources of experience and knowledge that can strengthen overall organizational performance.

The results of the research instrument quality testing show that the measurement tools used have met the feasibility requirements. The validity test shows that all statement items on the education level variable and village officials' performance variable have calculated r values greater than the table r value, so all items are declared valid. This indicates that each statement item is capable of measuring the variable indicators accurately and in accordance with the research objectives. Furthermore, the reliability test results show that the Cronbach's Alpha value for the education level variable is 0.864 and for the village officials' performance variable is 0.664, both of which are above the minimum threshold of 0.60. Thus, the research instrument is declared reliable and can be trusted for further analysis.

Based on the results of simple linear regression analysis, it was found that the level of education has a positive effect on the performance of village officials. The positive regression coefficient indicates that an increase in educational level is followed by an increase in the performance of village officials. This finding

is reinforced by the results of the t-test, which show a significance value of less than 0.05 and a calculated t value greater than the table t value, so it can be concluded that the effect of education level on performance is significant.

In addition, the high coefficient of determination (R Square) value indicates that most of the variation in village officials' performance can be explained by their level of education. This confirms that education is a dominant factor in determining the quality of village officials' performance in Sampaga District. The results of this study are in line with the findings of Soebiantoro and Haryanti (2025), which state that education level has a positive and significant effect on public sector employees' performance.

Overall, the results of this study show that the level of education plays a strategic role in improving the performance of village officials. With respondent characteristics dominated by productive age and secondary to higher education levels, as well as being supported by valid and reliable research instruments, the findings of this study can be trusted. Therefore, improving the quality of education of village officials is an important step in supporting the effectiveness of village governance and the sustainable improvement of public service quality.

5. Conclusions and Recommendations

5.1. Conclusion

The results of the study indicate that the level of education has a positive and significant effect on the performance of village officials in Sampaga District, Mamuju Regency. This is evidenced by the results of simple linear regression with a significance value of < 0.05 , thus the alternative hypothesis is accepted. An increase in the level of education has been proven to improve the performance of village officials, with a substantial contribution to performance variation. These findings confirm that education is a dominant factor in enhancing the competence, professionalism, and quality of service of village officials, so improving education becomes an important strategy in supporting the performance of village

governance.

5.2. Recommendation

It is recommended that village governments and related parties enhance education and training programs for village officials to improve professionalism, work capability, and service quality to the community.

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