

The Influence Of Competency Development On Increasing The Capacity Of Civil Apparatus In The Government Of West Nusa Tenggara Province

Rizka Ridha Aulia^{1*}, St. Maryam², Lhuluk Fadliyanti³

^{1,2,3} University of Mataram, Mataram, Indonesia

* Corresponding Author: aulrdh@email.com

Article History

Received: 04-07-2026

Revised: 10-07-2026

Published: 30-07-2026

Keywords: Apparatus Civil Service, development competence, improvement capacity

ABSTRACT

Study This aim For analyze influence age, education, years of service, as well development competencies that include competence technical, competence managerial, competence social cultural and competence government to improvement capacity Apparatus Civil Servants in Government West Nusa Tenggara Province, both in a way partial and simultaneous. The research uses a quantitative approach with a causal associative research type. The research results show that in a way partial development competence managerial and competence social cultural, influential positive and significant to improvement capacity Apparatus Civil Servants. On the other hand, education, age, length of service, and development competence technical No influential significant to improvement capacity Apparatus Civil Servant. In general simultaneously, all variables independent influential significant to improvement capacity Apparatus Civil State. Variables that provide the biggest influence is development competence social cultural research This show that improvement capacity Apparatus Civil Servants do not only influenced by characteristics individuals, such as age, education and length of service, however more determined by development relevant competencies with demands implementation task government.

INTRODUCTION

Apparatus Civil State has role strategic as implementer policy public, servant society, as well as adhesive unity and oneness nation. Success organization governance is greatly influenced by capacity Apparatus Civil Servants in operate duties, functions and responsibilities the answer in a way professional. Therefore that, the increase capacity Apparatus Civil Servants are one of the focus main bureaucratic reform For realizing governance effective, efficient, accountable and service - oriented governance public. In line with matter said, the Law Number 20 of 2023 concerning Apparatus Civil State confirms that

every Apparatus Civil servants have the right get development competence as part from implementation merit system to improve professionalism apparatus.

Development competence is investment source Power purposeful human being increase knowledge, skills, attitudes, and behavior Apparatus Civil Servants to be able to adapt to change environment strategic. Based on Regulation of the Minister of Empowerment State Apparatus and Bureaucratic Reform Number 38 of 2017, development competence Apparatus Civil State consists of on three dimensions main, namely competence technical, competence managerial and competence social cultural. Third dimensions the each other complete in form professional, adaptive, and efficient apparatus capable give service quality public.

Government West Nusa Tenggara Province Keep going make an effort increase capacity Apparatus Civil Service through various education and training programs organized by the Development Agency Regional Human Resources. The program covers training competence technical, managerial, and social culturally adapted with need position and development organization. Although Thus, the increase amount participant training Not yet fully describe effectiveness development competence to improvement capacity Apparatus Civil Servants so that required study empirical For know the influence of each dimension competence to capacity apparatus.

RESEARCH METHODS

Study This use approach quantitative with type study purposeful associative For analyze influence age, education, length of service, competence technical, competence managerial and competence social cultural to improvement capacity Apparatus Civil Servants in the environment Government West Nusa Tenggara Province.

Study implemented in the Organization Regional Apparatus (OPD) in the environment Government West Nusa Tenggara Province with involving 98 respondents selected use technique simple random sampling. The data used consists of on the primary data obtained through distribution questionnaire use five- point Likert scale and secondary data obtained from documents , regulations legislation, as well as various relevant literature with study.

Variables dependent in study This is improvement capacity Apparatus Civil Servant (Y), whereas variables independent covering age (X_1), education (X_2), length of service (X_3), competence technical (X_4), competence managerial (X_5), and competence social cultural (X_6). Before done testing hypothesis, instrument study tested through validity tests and reliability tests. Furthermore assumption testing was carried out classical which includes normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test For confirm the regression model fulfil required assumptions.

Data analysis was performed use analysis multiple linear regression with help device soft EViews 12. Testing hypothesis done through partial tests (t-test) and simultaneous tests (F-test) at the level significance 5% ($\alpha = 0.05$), as well as coefficient determination (Adjusted R^2) for know model capabilities in explain variation improvement capacity Apparatus Civil Servant.

RESULTS AND DISCUSSION

Table 1. Multiple Linear Regression Analysis

Variables	Coefficient	Std. Error	t-statistic	Prob.	Conclusion
Constant	0.485433	0.334560	1.450960	0.1502	Not Significant
X1	-0.001778	0.054960	-0.032345	0.9743	Not Significant
X2	0.105751	0.055968	1,889,500	0.0620	Significant
X3	-0.012767	0.067597	-0.188876	0.8506	Not Significant
X4	-0.003655	0.097931	-0.037323	0.9703	Not Significant
X5	0.296445	0.105654	2.805802	0.0061	Significant
X6	0.538172	0.098206	5.480059	0.0000	Significant
R-Square : 0.649410 Adj. R-Square: 0.626294 F-Stat : 28.09372					

Ket = α ; 5% ; t-table = 1.98 ; F-table = 2.199

Based on the table, the results of the multiple linear regression estimation are obtained, so the equation can be compiled as follows.

$$Y = 0.48543 - 0.00177X_1 + 0.10575X_2 - 0.01276X_3 - 0.00365X_4 + 0.29644X_5 + 0.53817X_6 + e$$

The regression equation shows that the variables of education, managerial competence, and sociocultural competence have a positive relationship with increasing the capacity of the State Civil Apparatus, while the variables of age, length of service, and technical competence have a negative relationship. The significance of the influence of each variable is further explained through a partial test (t-test).

2. Hypothesis Testing

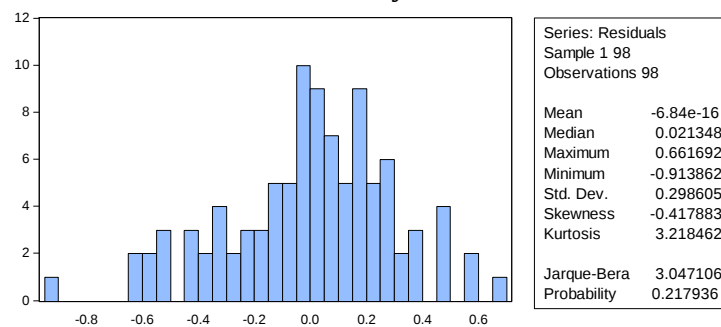
- t-test

Table 1 shows that the variables of education, managerial competence, and sociocultural competence have a positive relationship with increasing the capacity of the State Civil Apparatus, while the variables of age, length of service, and technical competence have a negative relationship. The significance of the influence of each variable is further explained through a partial test (t-test).

- F test

Based on Table 1, the F-statistic value is 28.09372 with a Prob(F-statistic) value of 0.000000. This probability value is smaller than the 5% significance level ($0.000000 < 0.05$), so it can be concluded that age, education, length of service, technical competence, managerial competence, and socio-cultural competence simultaneously have a significant effect on increasing the capacity of the State Civil Apparatus. Thus, the regression model used in this study is suitable to explain the relationship between the independent variables and the dependent variable.

3. Classical Assumption Test

Table 2. Normality Test Results

Based on Table 2, the Jarque-Bera value is 3.047106 with a probability value of 0.217936. This probability value is greater than the 5% significance level ($0.217936 > 0.05$), so it can be concluded that the residuals in the regression model are normally distributed. Thus, the regression model has met the assumption of normality and is suitable for further analysis.

Table 3. Multicollinearity Test Results

Variance Inflation Factors
Date: 07/02/26 Time: 10:59
Sample: 1 98
Included observations: 98

Variable	Coefficient Variance	Uncentered VIF	Centered VIF
C	0.100782	56.45283	NA
X1	0.005294	14.88896	3.026212
X2	0.005278	13.66707	1.475565
X3	0.008211	14.83112	3.473111
X4	0.010244	102.6003	2.491455
X5	0.010973	107.1214	2.461352
X6	0.008507	87.16703	2.267039

Based on Table 3, all independent variables have a Centered VIF value of less than 10. These results indicate that there is no strong linear relationship between the independent variables, so the regression model does not experience multicollinearity. Therefore, each independent variable in this study can be used together to explain variations in the increase in the capacity of the State Civil Apparatus.

Table 4. Autocorrelation Test Results

F-statistic	0.737327	Prob. F(2,89)	0.4813
Obs*R-squared	1.597310	Prob. Chi-Square(2)	0.4499

Based on Table 4, the Chi-Square Prob. value is 0.449986, which is greater than the 5% significance level ($0.449986 > 0.05$). These results indicate that the regression model does not experience autocorrelation symptoms, so the residuals in the model are independent. Thus, one of the assumptions in multiple linear regression analysis has been met and the model is suitable for further analysis.

Table 5. Heteroscedasticity Test Results

Test Equation:
 Dependent Variable: ARESID
 Method: Least Squares
 Date: 06/05/26 Time: 11:30
 Sample: 1 98
 Included observations: 98

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	0.127066	0.200580	0.633492	0.5280
X1	-0.010394	0.032950	-0.315435	0.7532
X2	-0.047883	0.033555	-1.427029	0.1570
X3	-0.019621	0.040527	-0.484155	0.6294
X4	0.076130	0.058713	1.296640	0.1980
X5	-0.136237	0.063343	-2.150765	0.1314
X6	0.113118	0.058878	1.921250	0.7830
R-squared	0.125226	Mean dependent var		0.228016
Adjusted R-squared	0.067549	S.D. dependent var		0.191409
S.E. of regression	0.184831	Akaike info criterion		-0.469997
Sum squared resid	3.108797	Schwarz criterion		-0.285357
Log likelihood	30.02988	Hannan-Quinn criter.		-0.395314
F-statistic	2.171145	Durbin-Watson stat		1.889475
Prob(F-statistic)	0.052890			

Based on Table 5, all independent variables have probability values greater than 0.05. This result indicates that the regression model does not experience heteroscedasticity, so the residual variance remains the same. Therefore, the regression model meets the heteroscedasticity assumption and can be used for further analysis.

CONCLUSION AND SUGGESTIONS

Study This aim For analyze influence age, education, length of service, competence technical, competence managerial and competence social cultural to improvement capacity Apparatus Civil Servants in Government West Nusa Tenggara Province. Research results show that improvement capacity Apparatus Civil Servants do not solely influenced by characteristics individuals, such as age, level education, and length of service. Likewise, competence technical Not yet capable give significant influence to improvement capacity. On the other hand, competence managerial and competence social cultural proven own more roles important in increase capacity Apparatus Civil Service. Findings This show that success Apparatus Civil Servants in carry out task No only determined by the background behind individual or mastery technical, but also by ability manage job, take decision, building Work the same, communicate , and adapt with environment work and diversity public.

The results of this study imply that the West Nusa Tenggara Provincial Government should focus its Civil Service development program on enhancing managerial and socio-cultural competencies. This effort can be achieved through education and training, leadership development, and activities that enhance the ability to collaborate, communicate, and provide services to the community.

This study has several limitations. It was conducted only on civil servants within the West Nusa Tenggara Provincial Government, so the results cannot accurately reflect the conditions of civil servants in other government agencies. Furthermore, this study only

examined six variables: age, education, length of service, technical competence, managerial competence, and socio-cultural competence. Other factors that may influence civil servant capacity development were not examined in this study.

Based on limitations said, research furthermore recommended For expand coverage location research at the agency government others so that the results study own level more generalization good. Research next can also add other relevant variables, such as motivation work, culture organization, leadership, discipline work, environment work, or training, so that capable give a clearer picture comprehensive about factors that influence improvement capacity Apparatus Civil State. In addition, the use of approach mixture through combination method quantitative and qualitative can considered For get greater understanding deep regarding the development process capacity Apparatus Civil Servant.

BIBLIOGRAPHY

- Abduh, MH, Nur, MA, & Syafari, MR (2022). Analysis of Competency Development for Civil Servants in the Government of Balangan Regency, South Kalimantan Province.
- Adam, M., Juita, R., & Djalil, M.A. (2020). The Effect of Competence, Education and Training on Career Development and Its Impact on Employees' Performance in Aceh Civil Service Agency, Indonesia.
- Armstrong, M. (2021). Armstrong's Handbook of Human Resource Management Practice. London: Kogan Page.
- Becker, G.S. (1993). Human Capital: A Theoretical and Empirical Analysis with Special Reference to Education. Chicago: University of Chicago Press.
- Creswell, J. W. (2018). Research Design: Qualitative, Quantitative and Mixed Methods Approaches. California: Sage Publications.
- Dessler, G. (2020). Human Resource Management. New York: Pearson Education.
- Ghozali, I. (2021). Multivariate Analysis Application with IBM SPSS Program. Semarang: Diponegoro University Publishing Agency.
- Handayani, DN (2023). Implementation Management Talent As an Effort to Build Apparatus Professional Civil Servants in the Pontianak City Government. Public Spirit: Journal Public Administration.
- Lubis, FY, Tanjung, AM, & Muhafidin, D. (2025). The Influence of Competency Development and Performance on the Professionalism of Civil Servants in the Padang Lawas Regency Government. TOFEDU: The Future of Education Journal.
- Puspitha, D., Mardjuni, S., & Chahyono, C. (2024). Development Competence to Performance Improvement Through Effectiveness Work Apparatus Civil Servants at the Makassar Regional PPSDM. Indonesian Journal of Business and Management.
- Sucipto., Burhanuddin., Malik, I., & Fatmawati. (2024). Analysis of Human Resource Competency Development for State Civil Servants at Gowa "Gau Mabaji" Center, South Sulawesi. International Journal of Science and Society.
- Sugiyono. (2022). Research Methods Quantitative. Bandung: Alfabeta.
- Law of the Republic of Indonesia Number 20 of 2023. (2023). About Apparatus Civil Service. Jakarta: Government of the Republic of Indonesia.
- Wibowo. (2016). Performance Management. Jakarta: PT RajaGrafindo Persada.

Yulianti Biduri, Y., Mustafa, LO, & Jopang. (2024). Development Competence in Improving Apparatus Performance Civil Servants in the Regency Konawe. Journal Public Administration.