

# The Impact of Human Resources and Their Compensation on The Performance of Officials in Rural Areas: The Case of Garut Regency, Cilawu District, Indonesia

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**Abstract:** This study aims to determine the impact of human resources and their compensation on the performance of officials in rural areas: The case of Garut Regency Cilawu District, Indonesia. The study population was all rural officials (village heads, village secretaries, and other supporting village officials) in 18 villages in Cilawu District, Garut Regency, totaling 166 people. Sampling with the Slovin formula, with an error rate of 10%, amounting to 62 people. Research data collection was carried out through questionnaires, interviews, and literature studies. Meanwhile, for data testing using multiple linear regression methods, hypothesis testing, classical assumption testing, and descriptive analysis, which is assisted by the SPSS program version 21. The results of the F-test (simultaneous) explain that the leadership of the village head, office facilities, and salaries have an effect on the performance of the rural officials by 36%, while the rest is explained by other variables. The results of the t-test (partial) for the village head leadership variable were 18%, office facilities were 23%, and funds were 6%. Thus, the three independent variables X1, X2, and X3 have an influence on the dependent variable Y. The conclusion from the results of this study is that the human resources and their remuneration have a positive and significant impact on the performance of rural officials, both collectively and partially.

**Keywords:** Garut Regency, classical assumption testing, human resources