

**THE VILLAGE HEAD'S STRATEGY TO IMPROVE PERFORMANCE OF  
PACARPELUK JOMBANG VILLAGE OFFICE EMPLOYEES  
(Case Study of the Pacarpeluk Village Office)**

**ABSTRACT**

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*This research aims to reveal the "Village Head's Strategy in Improving the Performance of Pacarpeluk Village Office Employees (Study at Pacarpeluk Village Office)". The aim is to find out the strategies used by the village head in improving the performance of the village apparatus and to find out the inhibiting and supporting factors that affect the village head in increasing the duties and functions of the village apparatus. This thesis uses a qualitative approach with data collection methods through interviews, and documentation. Based on the research conducted, the results obtained from the following conclusions: The village head has carried out his role in accordance with his duties, authorities, and functions as the village head in improving the tasks and functions that have been running so far. Because the Village Head in carrying out his duties as a motivator, facilitator and mobilizer in realizing the performance of his village apparatus, the strategy used is to increase human resources, especially in the field of education, to foster discipline of village officials, and to run the wheels of government as it should, in this case influenced by several factors. factors include inhibiting factors, namely the problem of human resources, the problem of using computer technology, the problem of lack of knowledge and understanding of village officials and village officials who are less disciplined.*

**Keywords: Village Head Strategy, Leadership and Performance of Village Apparatus**