EDUCATION THE INFLUENCE OF MANAGER COMPETENCY ON KERINCI REGENCY GOVERNMENT ASSET PROCUREMENT PERFORMANCE

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DOI: http://dx.doi.org/10.31869/rtj.v7i2.5068

Abstract: This research has very important relevance because it investigates the impact of Human Resource Competencies, which include Knowledge, Skills and Attitudes, on asset procurement performance in the Kerinci Regency government landscape. Given the important role of resource management in public administration, this research aims to provide valuable insights for optimizing asset procurement strategies. Using a methodical approach, the research began with careful tabulation of data from 50 respondents representing various government departments. Statistical analysis, including KMO and Bartlett's tests, validates the correlation of competency factors, while the classical assumptions of the regression model ensure the robustness of the study. These findings show that there is a significant influence of Human Resource Competency on asset procurement results. Rigorous testing of validity, reliability, and classical assumptions increases the credibility of research results. The coefficient of determination shows a strong relationship between competency factors and procurement efficiency. In conclusion, this research contributes not only to the academic understanding of this subject but also offers practical implications for improving resource management strategies in public administration, thereby providing a foundation for future studies in this important domain.

Keywords: Human Resources Competency, Asset Procurement, Government Administration

A. Introduction

Implementation of Regional Autonomy, with the enactment of law Number 22 of 1999 concerning regional government and law number 25 of 1999 concerning financial balance between the central government and regional governments which were later revised into law Number 32 of 2004 and law Number 33 2004 was the basis for changes to the regional government system, including the balance of state finances at the center and in the regions, leading to the implementation of real and responsible decentralization or regional autonomy, Hanis (2012).

Regional autonomy and financial balance between the center and the regions implicitly actually position regional governments to be independent in every aspect of development, including aspects of regional development funding. One of the important criteria for knowing a region's ability to regulate and manage its household is its ability in the financial sector, therefore its ability To manage finances, this has a huge influence on the development of a region.

On August 7 2019, the Kerinci Regency government held a meeting to hand over assets to the Sungai Banyak City Government, the expansion of Kerinci Regency which gave birth to a new autonomous region in the form of a city called Sungai Full City. Meanwhile, the expansion of the other four districts in Jambi Province only gave birth to new autonomous regions in the form of districts. The result of the difference in the results of the expansion of Kerinci Regency is the transfer of the center of the regency capital to Bukit Tengah village, Siulak District. The division of the region into two autonomous regions is a logical consequence of expansion with the boundaries stipulated in the Expansion Law and Decree Number 50/Kep.Gub/Setda.Pem/84.1/1.

Thus, the administrative procurement of new assets is then managed by the local government. This needs to be supported by human resource capacity, namely knowledge, skills and attitudes in providing public assets for public facilities to support smooth operations as a form of separate management of the asset procurement system (centered procurement asset) below To pographically,

Kerinci Regency has hilly, mountainous plains with cliffs and gentle slopes. Kerinci Regency is a vegetable center and has the most tourist destinations in Jambi Province. Kerinci is divided into 18 sub-districts with an area of 3,335.27 km2 and a total of 285 villages. Therefore, the procurement of public and supporting infrastructure assets is very important for the smooth running of public services.

According to Lu (2017) public asset management is the process of making and implementing decisions regarding the acquisition, utilization and disposal of capital assets owned, used and controlled by the government. According to Scale as quoted by Sutrisno (2011), competency literally comes from the word competence which means skill, ability and authority. Etymologically, competency is defined as a behavioral dimension of expertise or excellence in a leader or staff having good skills, knowledge and behavior.

Research by Nasrida et al (2021) shows the influence of Human Resources (HR) Competency on Asset Procurement (Asset Procurement) in connection with this problem in the process of procuring assets (regional property) at the Regional Government of Kerinci Regency, based on interviews and field observations, it was found that there were several problems in procuring assets, including, (1) Procurement of public facility assets for public service offices was incomplete; (2) Limited competent human resources in implementing procurement; (3) Lack of planning for regional asset procurement by relevant officials, especially the head of the general subdivision, who is in charge of asset procurement, does not yet have a main priority that must be expedited; (4) There are no regulations governing the procurement of assets (regional property).

B. Methods

In this research the author used a mixed research method. This research used a sample of 50 people. The framework for this research is as follows:
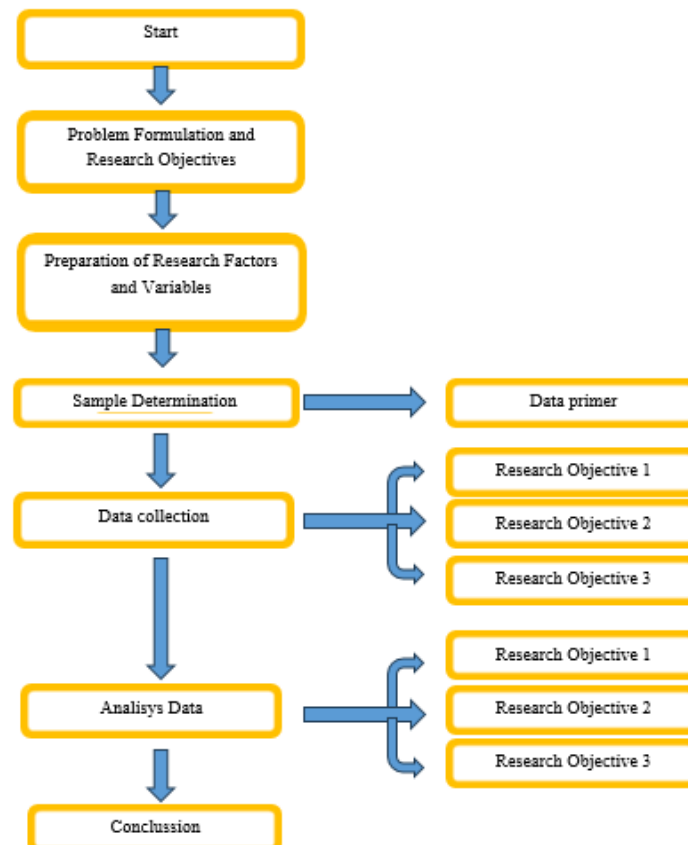

Figure 1. Research Methodology Flow Diagram

C. Results and Discussion
Test KMO Dan Bartlett's

From the results of KMO and Bartlett's using SPSS on human resource competency factors which influence asset procurement performance, the following results were obtained:

Table 1. KMO Test and Bartlett's Knowledge

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.701
Bartlett's Test of Sphericity	Approx. Chi-Square	114.256
	Df	66
	Sig.	.000

Tabel 2. KMO Test and Bartlett's Skill

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.533
Bartlett's Test of Sphericity	Approx. Chi-Square	194.227
	Df	91
	Sig.	.000

Tabel 3. KMO Test and Bartlett's Attitude

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.665
Bartlett's Test of Sphericity	Approx. Chi-Square	250.277
	Df	91
	Sig.	.000

Tabel 4. KMO Test and Bartlett's Performance

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.511
Bartlett's Test of Sphericity	Approx. Chi-Square	17.055
	Df	3
	Sig.	.001

From the test results, it can be concluded that the variables for each human resource competency factor that influence asset procurement performance have met the requirements with the KMO MSA and Bartlett's values, namely as follows:

Table 5. Recapitulation of KMO and Bartlett's Tests

Factor	KMO Test Result	Significance Value
Knowledge X1	0,701	0,000
Skill X2	0,533	0,000
Attitude X3	0,665	0,000
Asset Procurement Performance (Y)	0,511	0,000

So from the results of the KMO and Bartlett's tests, it was found that the test value met the requirements, namely > 0.5 with a significance value of 0.000, this shows that there is a correlation between human resource competency factors and variables that influence asset procurement performance.

Validity test

The validity test functions to determine the accuracy and accuracy of measurements from a measuring instrument in measuring something with the concept you want to measure. The higher the level of validity of a measuring instrument, the more precise the measuring instrument is in achieving targets. Validity tests were carried out on 50 respondents.

Table 6. Validity Test Results

Table r to df = 39 – 59					
2 df = (N-2)	Significance level for a one-tailed test				
	0.05	0.025	0.01	0.005	0.0005
	Significance level for two-tailed tests				
	0.1	0.05	0.02	0.01	0.001
39	0.2638	0.3081	0.3621	0.3978	0.4950
40	0.2605	0.3044	0.3578	0.3932	0.4896
41	0.2573	0.3008	0.3536	0.3887	0.4843
42	0.2542	0.2973	0.3496	0.3843	0.4791
43	0.2512	0.2940	0.3457	0.3801	0.4742
44	0.2483	0.2907	0.3420	0.3761	0.4694
45	0.2455	0.2876	0.3384	0.3721	0.4647
46	0.2429	0.2845	0.3348	0.3683	0.4601
47	0.2403	0.2816	0.3314	0.3646	0.4557
48	0.2377	0.2787	0.3281	0.3610	0.4514
49	0.2353	0.2759	0.3249	0.3575	0.4473
50	0.2329	0.2732	0.3218	0.3542	0.4432
51	0.2306	0.2706	0.3188	0.3509	0.4393
52	0.2284	0.2681	0.3158	0.3477	0.4354
53	0.2262	0.2656	0.3129	0.3445	0.4317
54	0.2241	0.2632	0.3102	0.3415	0.4280
55	0.2221	0.2609	0.3074	0.3385	0.4244
56	0.2201	0.2586	0.3048	0.3357	0.4210
57	0.2181	0.2564	0.3022	0.3328	0.4176
58	0.2162	0.2542	0.2997	0.3301	0.4143
59	0.2144	0.2521	0.2972	0.3274	0.4110

Table 7. Recapitulation Result Validity Test

Faktor	Kode	r Hitung	r Tabel	Keterangan
Knowledge X1	X1.1	0.314	0.2732	Valid
	X1.2	0.644	0.2732	Valid
	X1.3	0.508	0.2732	Valid
	X1.4	0.591	0.2732	Valid
	X1.5	0.533	0.2732	Valid
	X1.7	0.564	0.2732	Valid
	X1.8	0.549	0.2732	Valid
	X1.9	0.351	0.2732	Valid

	X1.10	0.473	0.2732	Valid
	X1.11	0.316	0.2732	Valid
	X1.12	0.519	0.2732	Valid
Skill X2	X2.1	0.583	0.2732	Valid
	X2.2	0.493	0.2732	Valid
	X2.3	0.429	0.2732	Valid
	X2.4	0.559	0.2732	Valid
	X2.5	0.478	0.2732	Valid
	X2.6	0.395	0.2732	Valid
	X2.7	0.329	0.2732	Valid
	X2.8	0.513	0.2732	Valid
	X2.9	0.704	0.2732	Valid
	X2.10	0.317	0.2732	Valid
	X2.11	0.560	0.2732	Valid
	X2.12	0.453	0.2732	Valid
	X2.13	0.579	0.2732	Valid
	X2.14	0.458	0.2732	Valid
Attitude X3	X3.1	0.597	0.2732	Valid
	X3.2	0.511	0.2732	Valid
	X3.3	0.584	0.2732	Valid
	X3.4	0.503	0.2732	Valid
	X3.5	0.683	0.2732	Valid
	X3.6	0.661	0.2732	Valid
	X3.7	0.531	0.2732	Valid
	X3.8	0.642	0.2732	Valid
	X3.9	0.507	0.2732	Valid
	X3.10	0.593	0.2732	Valid
	X3.11	0.629	0.2732	Valid
	X3.12	0.487	0.2732	Valid
	X3.13	0.642	0.2732	Valid
	X3.14	0.511	0.2732	Valid
Performance	Y1	0.627	0.2732	Valid
Procurement	Y2	0.831	0.2732	Valid
Asset Y	Y3	0.728	0.2732	Valid

Based on the results of validity tests on variables from the human resource competency factor which influence asset procurement performance, the test results show that all statement variables are valid, this is based on the fact that all statement items have calculated r values > table r values. In this way, all statements from the variables can be used as research instruments for the next stage of analysis.

Reliability Test
In accordance with the first aim of the research, a reliability test was carried out on human resource competency factors which influence asset procurement performance. A recapitulation of the reliability test results for each factor can be seen in Table 8.

Tabel 8. Recapitulation Cronbach's Alpha Value

Factor	Cronbach's Alpha	Information
Knowledge X1	0,704	Reliable
Skill X2	0,751	Reliable
Attitude X3	0,845	Very Reliable
Asset Management Y	0,565	Quite Reliable

From the results of the reliability test on the human resource competency variable which influences asset procurement performance, it can be concluded that the Cronbach Alpha value states that all factors are reliable or consistent.

Second Objective Data Analysis
Classical Assumptions
The classic Assumption Test is divided into 4 parts, namely Normality Test, Multicollinearity, Linearity, and Heteroskedas.

Normality test
The Normality Test aims to test whether the data used in research is normally distributed or not. This normality test is one of the data analysis requirements tests.

Table 9. Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		50
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.54072241
Most Extreme Differences	Absolute	.107
	Positive	.075
	Negative	-.107
Test Statistic		.107
Asymp. Sig. (2-tailed)		.200[c,d]

Based on the table above, it is known that the significance value of the Asymp.Sig (2-tailed) factor is > 0.05, so in accordance with the basis for decision making in the normality test, it can be concluded that the data is normally distributed and can be used for further data analysis.

Multicollinearity Test
The multicollinearity test aims to test the existence of correlation between independent variables in the regression model.

Table 10. Multicollinearity Test Results
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.342	2.673		6.016	.111		
	Knowledge	.061	.054	.166	4.174	.266	.818	1.223
	Skill	.026	.053	.089	1.823	.625	.548	1.825
	Attitude	.067	.044	.266	5.574	.139	.568	1.760

a. Dependent Variable: Procurement

Seen in the output box Coefficients all tolerance values above > 0.10 and VIF values less than < 10 so it can be concluded that the regression model is free from multicollinearity.

Autocorrelation Test
The Autocorrelation Test aims to find out whether two variables have a significant linear relationship or not.

Table 11. Autocorrelation Test
Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change	Durbin-Watson
					Change Statistics					
1	.867a	.752	.736	.42935	.752	46.586	3	46	.000	1.826

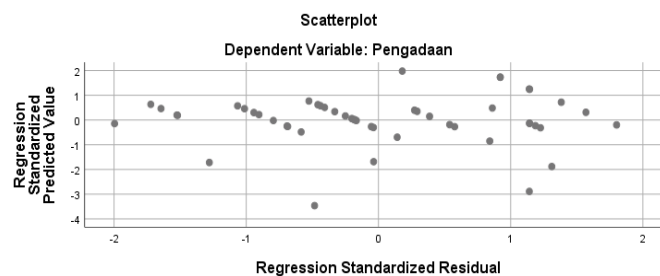a. Predictors: (Constant), Attitude, Knowledge, Skill

b. Dependent Variable: Procurement

Based on the test results, the figure was 1,826, which means that it meets the requirements that human resource competency factors that influence asset procurement performance can be used for further analysis.

Heteroscedasticity Test
The Heteroscedasticity Test aims to test whether in the regression model there is an unequal variation from the residual value of one observation to another which is constant, it is called homoscedasticity, but if the variance from the residual value of one observation to another is different then it is called heteroscedasticity.

Table 12. Heteroscedasticity Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.342	2.673		6.016	.111		
	Knowledge	.061	.054	.166	4.174	.266	.818	1.223
	Skill	.026	.053	.089	1.823	.625	.548	1.825
	Attitude	.067	.044	.266	5.574	.139	.568	1.760

a. Dependent Variable: Procurement

Coefficient of Determination Test

From the data processing results of the coefficient of determination test, the data processing results are obtained in the following table:

Table 13. Coefficient of Determination Test Results

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Attitude, Knowledge, Skill[b]	.	Enter

a. Dependent Variable: Procurement

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.867[a]	.752	.736	.42935	.752	46.586	3	46	.000	1.826

a. Predictors: (Constant), Attitude, Knowledge, Skill

b. Dependent Variable: Procurement

From the results of data processing, an R value of 0.867 was obtained. The relationship between human resource competency variables which influence asset procurement performance is getting stronger. Based on the Adjusted R square value, it was found to be 73.6%, meaning the influence of human resource competency on asset procurement, while the remaining 26.4% was influenced by other variables not tested in the research. Meanwhile, a Sig F Change value approaching 0.00 < 0.05 means that there is a correlation between human resource variables and asset procurement performance.

a) Nilai Pearson Correlation 0,00 s/d 0,20   = no correlation
b) Nilai Pearson Correlation 0,21 s/d 0,40   = Weak Correlation
c) Nilai Pearson Correlation 0,41 s/d 0,60   = Medium Correlation
d) **Nilai Pearson Correlation 0,61 s/d 0,80**   **= Strong Correlation**
e) Nilai Pearson Correlation 0,81 s/d 1,00   = Very Strong Correlation

From the results of data processing, values are obtained **Adjusted R Square = 0,736** and based on the degree of relationship guidelines, it can be concluded that the relationship between human resource competency variables which influence asset procurement performance has a correlation or relationship **Strong.**

Multiple Linear Regression Analysis

From the results of the data processing of the Multiple Linear Regression test, the data processing results were obtained

Table 14. Results of Multiple Linear Regression Analysis

Variables Entered/Removedᵃ

Model	Variables Entered	Variables Removed	Method
1	Atituted, Knowledge, Skillᵇ	.	Enter

The table above explains the variables entered and the methods used. In this case the variables entered are the Attitude, Knowledge and Skills variables as independent variables and Asset Procurement Performance as the dependent variable, the method used is the enter method.

Table 15. Results of Multiple Linear Regression Analysis (Coefficient)

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.342	.722		6.016	.000		
	Knowledge	.061	.015	.339	4.174	.000	.818	1.223
	Skill	.026	.014	.181	1.823	.075	.548	1.825
	Attitude	.067	.012	.543	5.574	.000	.568	1.760

a. Dependent Variable: Procurement

From the table above, the constant value (b0) = 4.342 is obtained and the value of each variable is b1X1 = 0.061, b2X2 = 0.026 and b3X3 = 0.067.

So the regression equation formula in this analysis can be seen as follows:

$Y = b0 + b1X1 + b2X2 + b3X3$

$Y = 4,342 + 0,061$ Knowledge $+ 0,026$ Skill $+ 0,067$ Attitude

     Analysis results

a) A constant of 4.342 means that if the knowledge variable is 0, skill is 0 and attitude is 0, then the performance value is 4.342

b) The regression coefficient for the knowledge variable (X1) is 0.061, meaning that if knowledge increases by 1%, then the asset procurement performance value (Y) will increase by 0.061.

c) The regression coefficient for the skill variable (X2) is 0.026, meaning that if skill increases by 1%, then the value of asset procurement performance (Y) will increase by 0.026

d) The regression coefficient for the attitude variable (X3) is 0.067, meaning that if attitude increases by 1%, then the asset procurement performance value (Y) will increase by 0.067

It can be concluded that the coefficient is positive, meaning that there is a relationship between knowledge, skills and attitudes, where the increasing value has a real influence on the performance of asset procurement.

T Test

Based on data processing, the t value is obtained as follows:

Table 16. T Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.342	.722		6.016	.000		
	Knowledge	.061	.015	.339	4.174	.000	.818	1.223
	Skill	.026	.014	.181	1.823	.075	.548	1.825
	Attitude	.067	.012	.543	5.574	.000	.568	1.760

a. Dependent Variable: Procurement

Table 17. Percentage Point Distribution t

Pr	0.25	0.1	0.05	0.025	0.01	0.005	0.001
Df	0.5	0.2	0.1	0.05	0.02	0.01	0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079

Table 18. Comparison of calculated t values with table t values

Factor	t count	t table	Information
Knowledge (X1)	4.174	1.68023	Variable X1 influences variable Y
(Skill (X2)	1.823	1.68023	Variable X2 has an effect on variable Y
Attitude (X3)	5.574	1.68023	Variable X3 influences variable Y

Uji F (F-Test)

The F test aims to determine whether or not there is a simultaneous (together) influence given by the independent variable (X) to the dependent variable (Y).

Table 19. F Test

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.763	3	8.588	3.396	.026^b
	Residual	116.317	46	2.529		
	Total	142.080	49			

a. Dependent Variable: Procurement
b. Predictors: (Constant), Attitude, Knowledge, Skill

From the table above, it is found that the calculated F value = 3.396 with a significance level 0.026 < 0.05 then the regression model can be used to predict variable X against variable Y.

Table 20. F distribution for probability = 0.05

df	Df							
N2	N1							
40	4,085	3,232	2,839	2,606	2,449	2,336	2,249	2,180
41	4,079	3,226	2,833	2,600	2,443	2,330	2,243	2,174
42	4,073	3,220	2,827	2,594	2,438	2,324	2,237	2,168
43	4,067	3,214	2,822	2,589	2,432	2,318	2,232	2,163
44	4,062	3,209	2,816	2,584	2,427	2,313	2,226	2,157
45	4,057	3,204	2,812	2,579	2,422	2,308	2,221	2,152
46	4,052	3,200	2,807	2,574	2,417	2,304	2,216	2,147

Based on the F table above, it can be seen that the calculated F value is greater than the F table, namely:

F count = 3.396 > F table 2.574

So it can be concluded that there is an influence between X1, X2, and X3 simultaneously (together) on Y.

Based on the significance value of 0.026 < 0.05, it can be concluded that there is a significant influence between X1, X2 and X3 simultaneously on Y.

Third objective data analysis

The third aim of the research is to find solutions that can be implemented to develop human resources in asset procurement by means of discussions with 3 (three) experts in asset procurement in the Kerinci Regency Government. The solution that will be implemented for developing human resources in asset procurement can be seen in the PDCA steps as follows:

P: PLAN

In this case, the Kerinci Regency Government is required to immediately prepare a list of asset procurement plans in the form of a framework which is used as a reference in procuring regional assets to support public services. There are three things that need to be considered in asset procurement management: (1) Acquisition includes purchasing, construction, leasing and inventory; (2) Large-scale equipment, buildings and infrastructure assets, this involves planning, requesting and selecting contract award sources, and contract administration; (3) Utilization includes assessment, portfolio review, financial audit and asset reporting.

D: Do

In its implementation, it must prioritize and pay attention to principles such as efficiency, effectiveness, transparency and accountability. This aims to ensure optimal procurement of regional assets owned.

C: Check

After the asset procurement plan has been prepared followed by the implementation stages, the third or final basic principle is the supervision/inspection stage. Supervision involves internal auditors to see how far progress has been made and to see the obstacles faced, ensuring plans are not mixed with political interests. An assessment of procurement that was not achieved is carried out specifically as to why targets were not met so that further evaluation provides an overview of asset procurement performance.

A: Act

This stage requires regional governments to be able to review and improve performance in order to optimize the procurement of assets that will be owned by a region. At this Act stage, skills/expertise are required from asset procurement managers to carry out utilization and control.

In accordance with the results of research conducted, there are 3 human resource competency factors that influence the performance of asset procurement in Kerinci Regency, namely the Knowledge, Skills and Attitude factors. Solutions that will be implemented for developing human resources in asset procurement include;

      a) Building a Moral Culture
      b) Establishing Communication
      c) Willingness to Learn new things
      d) Transparency
      e) Giving Awards

D. Conclusions

The conclusions from this research are:

a. Based on the first objective, namely to identify human resource competency factors that influence asset procurement performance, the Knowledge factor was found*(Knowledge),* Skill*(Skill)*, and Attitude*(Attitude)* This was obtained based on a literature review. Then the KMO Test, Validity Test and Reliability Test were carried out, these three tests showed that all factors met the requirements.

b. Then the second objective is to find out the human resource competency factors that have the most influence on asset procurement performance obtained from the Multiple Linear Regression Test and T Test values where the attitude factor has a better value than the knowledge and expertise factors.

c. The solutions that will be implemented for developing human resources in asset management in Kerinci Regency from the results of interviews with 3 (three) experts are as follows:

a. Building a Moral Culture, The values of goodness, belief in the Almighty God, traditional values should become positive habits (habits) in the work environment so that attitudes of work enthusiasm, honesty and discipline will continue to grow.

b. Establish communication and coordination with relevant stakeholders or with people who are experienced in the field of asset procurement.

c. Willingness to Learn new things, Strong desire from human resources (managers) to develop their competence regarding asset procurement by means of a lot of independent study.

d. Transpanrancy, develop an integrated E Procurement system so that the government knows clearly its needs.

e. Giving Awards, Awards are given as a form of appreciation to asset procurement managers who have done well in improving procurement performance, both awards in the form of certificates, charters and also rewards in other forms so that they can encourage the enthusiasm of other colleagues.

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