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The Influence of Competence and Organizational Commitment on Village Fund Management Accountability with Transparency as a Mediating Variable

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KEYWORD

accountability, competence, commitment, transparency, village.

ABSTRACT

This study aims to examine how competency and organizational commitment affect the accountability of village fund administration, with transparency serving as a mediating variable. Utilising a quantitative research methodology, thestudy distributes questionnaires to gather primary data. The research population consists of financial officers from villages around the Agam Regency, with a sample size of 92 determined using the complete sampling method. The statistical software Smart PLS version 4 is used to analyze data using Partial Least Squares (PLS). The findings indicate that the competency and transparency of civil officials have a significant impact on village fund management accountability, while organizational commitment has a non-significant positive influence. Furthermore, the mediating role of transparency between civil servants' competence, organizational commitment, and the accountability of village fund management shows an insignificant effect. This study's limitation is that it only looks at three variables. civil servants' competence, organizational commitment, and transparency in influencing the accountability of village fund management. Future research is encouraged to explore and include other variables that may affect the behavior of accountability of village fund management, to identify which variables can optimally influence the accountability of village fund management.



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INTRODUCTION

The development of science and the implementation of public sector accounting in Indonesia are progressing rapidly due to the new era and the government's sustained policies for regional autonomy and decentralization towards local governments. (Aprilya & Fitria, 2020; Bao et al., 2024; Dawkins et al., 2019; Zou et al., 2023). Sustainability is often equated with concern for stakeholders, and a lack of sustainability is seen as limited interest in specific organizations and selfish actions that prioritize self-interest. (Chakhovich & Virtanen, 2023; Suta & Tóth, 2023). Public-sector accounting is a mechanism of private-sector accounting applied in the

practices of public organizations. (Argento & van Helden, 2023; Kristiyani Hamidah, 2020). Regional autonomy drives economic development. (Elosegui et al., 2022; Iswardhana & Attamimi, 2023; Sima et al., 2023) and is a push from local governments and communities to optimize existing resources, both from the village itself and from external sources. Decentralization is the transfer of government authority from the central government to local governments to manage activities in specific regions based on the principle of autonomy. (Haris et al., 2010; Kartika et al., 2023; Marenzi et al., 2023; Ridwan & Sumirat, 2021). A village is a legally recognised community unit with a defined territory, the ability to control government, and the ability to represent the community's interests based on its initiative, ancestors' rights, or customary rights that are respected and recognised under the unitary state of Indonesia's governance system. (UU Nomor 6, 2014).

This development is achieved by granting authority to each village to manage and run its governance system. This authority is given to increase the efficiency and effectiveness of services to reach all layers of Indonesian society and to be able to organize villages properly. (Cassinat et al., 2022; Handayani et al., 2023; Nadir, 2013). By the provisions of Minister of Home Affairs Regulation Number 20 of 2018, village financial management comprises the entirety of activities including planning, implementation, arrangement, reporting, and accountability of village finances. (Kemendagri RI, 2018).

Principles in government accounting, such as openness and accountability of public financial management, are not just a form of duty for the central government, but also for areas like villages. (Aprilya & Fitria, 2020; Sheppard & Beck, 2023). One of the contributions provided by the government to villages is the village fund. The village fund, which originates from the State Budget (APBN) and is allocated to villages, is used to finance governance, development implementation, community development, and community empowerment. (UU Nomor 6, 2014). Agam Regency is one of the regencies located in the province of West Sumatra, with a total area of 2,226.27 square kilometers divided into 16 districts with 92 villages or "Nagari". (BPS Kabupaten Agam, 2023). So far, the central government has allocated village funds amounting to Rp 539 trillion from 2015 to 2023. (Sudoyo, 2023).

The allocation of village funds varies for each village, based on several factors such as population size, poverty rate, land area, and level of difficulty. The calculation of the village fund allocation considers the needs of the village under village authority, national priorities, the result of transferring expenditures from ministries/agencies that still fund village authority, and the state's financial capacity (PP Nomor 37, 2023). The main objective of disbursing village funds is as a form of the state's commitment to protect and empower villages to become strong and advanced. (Hilmawan et al., 2023; Nontapet et al., 2022).

The phenomenon of village fund management from 2016 to 2023 has revealed that hundreds of village heads have been implicated in corruption cases. The village funds, which are disbursed annually, have been misappropriated by some village heads and their officials. The Corruption Eradication Commission (KPK) recorded 851 cases of village fund corruption involving 973 perpetrators, with half of these perpetrators being the village heads themselves. In terms of numbers, around 400 village heads out of approximately 70,000 across Indonesia have faced legal action (Senator, 2023). The recorded state losses due to village fund corruption reached Rp 433.8 billion for the period from 2015 to 2021 (Nababan, 2023). The high number of cases involving village officials indicates that financial management must be a focal point. Therefore, all relevant elements must work to prevent the misuse of village funds (Gustiansyah, 2023).

The village accountability report is not created in accordance with the requirements, leaving it subject to manipulation by particular parties, which is compounded by the regional inspectorate's ineffective monitoring. Furthermore, there is inadequate handling of public complaints in all regions, imprecise evaluation from subdistrict government monitoring, and insufficient human resource capability in village administration. These are some of the issues experienced with managing village financial accountability (Cahyana & Suprasto, 2023; Hasniati, 2016; Pramesti, 2015; Rahmayanti Yusuf et al., 2022). Additionally, factors such as the competence of village officials, village financial system applications, compliance of village treasurers with tax regulations, and community participation are also important in creating accountability in the use of village funds. (Aprilya & Fitria, 2020; N. M. A. M. Dewi et al., 2022; Hasanah et al., 2020; Irfan Kamil & Krisiandi, 2022; Luthfiani et al., 2020; Oci et al., 2023).

The Stewardship Theory, which proposes that the relationship between the principal and the steward should be based on trust and ensure each party's autonomy and responsibility, accountability, transparency, innovation, and stakeholder capacity building, is a theory that is frequently applied in managing public sector organisations. (Cyert, R.M & March, J.G, 1963; Rouault & Albertini, 2022). The stewardship idea outlines a situation in which managers are driven by organizational goals rather than individual ambitions (Donaldson & Davis, 1991; Felício et al., 2021). This theory is suitable for use in government agencies and public sector organizations where the focus is not on profit but rather on providing good services to the public as their principal. (Asnida et al., 2018; Ayem & Fitriyaningsih, 2022; Bush, 2020; Feldermann & Hiebl, 2022; Pasoloran & Rahman, 2001).

Stewardship theory, in the context of management and accounting, is a perspective or concept that emphasizes the management's responsibility to protect and manage company resources (including assets, capital, and information) with good faith and the primary interests of major shareholders as the top priority. (D. S. Dewi & Susilowati, 2022). Stewardship theory in the context of the public sector is a concept that focuses on the responsibility and role of government or public sector entities in protecting and managing public resources with good faith and the primary interests of the community as the top priority. (Ariani & Prastiwi, 2020; Nurcahyani & Jaeni, 2023; Putu et al., 2023).

Competence is a factor that influences accountability since it refers to an individual's ability to effectively complete their jobs and responsibilities. When someone is highly competent in their work or position, they are more likely to comprehend and adhere to the established norms of accountability. In contrast, a lack of competence might result in errors or failures to complete tasks, lowering their level of accountability. To enhance accountability, competence is needed. Competence is a characteristic of an individual that consists of knowledge, ability, and skills in performing a job. (Cárcaba et al., 2022; Furiady & Kurnia, 2015; Hevesi, 2005). Levels of competence can be assessed based on educational background, training, and skills possessed. Human resources are crucial in carrying out tasks and fulfilling organizational functions. Human resources can influence the success of management in an organization, as stated by (Mathis & J. Jackson, 2002; Okrah & Irene, 2023) who state that the value of human resources is influenced by the use of abilities or skills (competence) possessed by individuals when performing a job to the best of their ability, regardless of background, to develop their competence. Government officials must have the aforementioned qualities to have good and appropriate resources in managing village funds by their duties and obligations.

Commitment to the organization is a behavioral dimension that can be used to empower employees to stay with a company. It is very important to make employees have high commitment, especially in non-profit companies where the salary scale is not competitive. Organizational commitment will create a sense of ownership for employees, thus fostering a sense of responsibility and awareness in carrying out and being motivated to report all activities by voluntarily implementing accountability to the public, including improved financial accountability and performance. (Amaliya & Maryono, 2022; Aprilya & Fitria, 2020; Irwadi et al., 2023; Tharis et al., 2022; Zeyn, 2011).

Transparency is a sort of openness in delivering government information to those who want knowledge about public resource management actions (Novatiani et al., 2019; Tarima & MD, 2022). Transparency means that every citizen has the right to know about the budget process concerning the interests of community aspiration funds, especially in meeting the needs of the community in the management of village funds. The public must be able to easily access the government's implementation processes, and transparency and involvement are essential components of good governance. (Fitri & Arza, 2023a; Zubaidah & Nugraeni, 2023). Openness and ease of access to government information have a positive influence on achieving other indicators. Without transparency and public participation as a network in decision-making, policy-making in the region will only lead to governance that is prone to corruption and weak accountability. accountability. (Subandra et al., 2022; Umam & Setiyowati, 2023).

Accountability emphasizes broader accountability to the community, thus fostering trust in the government. The better an accounting system is implemented, the more reliable, accurate, and timely the information it provides, and the better the accountability. (Lestari, 2014). In village governance, accountability is very important in the process of managing village funds, involving the village government's ability to be accountable for activities related to village governance development. (Dwirini et al., 2023; Sumpeno, 2011; Wicaksono et al.,

2019). The level of accountability of village funds provides a platform for the community to be directly and actively involved in overseeing development, thus potentially ensuring that the development process is conducted transparently and participatively. (Gulo & Kakisina, 2023; Nuraeni & Kusuma, 2021). Effective accountability can be achieved when the information provided is easy to understand. (Mais Dan & Palindri, 2020). In order to assess the government, the community, which is the party entrusting it with managing public finances, has the right to access government financial data. (Budianto & Febrina, 2020; Mardiasmo, 2009; Merina & Cahyani, 2023).

Based on the theoretical and empirical studies outlined, the conceptual framework of the research can be illustrated as shown in Figure 1.

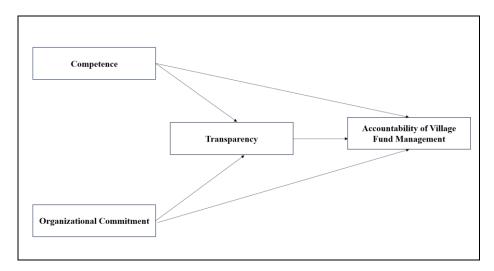


Figure 1. Conceptual Framework

The Influence of Competence on the Accountability of Village Fund Management

Good, competent, and quality human resources will result in good officials as well. This is consistent with the accountability concept, according to which government officials' requirement for human resources is crucial when it comes to managing village revenues. This is also in line with stewardship theory, where officials serving as stewards must serve as a form of accountability, so that when making decisions, they provide the best service according to the duties that should be held by an official. (Irma, 2015; Mada et al., 2017; Perdana, 2108).

H1: Competence significantly influences the Accountability of Village Fund Management

The Influence of Organizational Commitment on the Accountability of Village Fund Management

Commitment to the organization is a very important element in accountability. (Amaliya & Maryono, 2022; Mada et al., 2017; Tharis et al., 2022). Strong organisational commitment means that officials will be held responsible for any actions taken to improve services. This is consistent with the stewardship idea, which states that in order for village officials to accomplish their duties and deliver services to the community, they must have a high level of dedication to the organisation. It is also in line with organizational commitment, which explains that the higher the organizational commitment of each individual, the more it will affect the level of speed and accuracy of their work. The speed and accuracy of work will affect the accountability reports provided to the community.

H2: Organizational Commitment significantly influences the Accountability of Village Fund Management

The Influence of Transparency on the Accountability of Village Fund Management

Transparency is considered something that needs to be considered in the management of village funds. The higher the transparency, the more effective the management of village funds tends to be. Transparency is a form of openness of the government and its accountability for all activities carried out. This is consistent with agency theory, which explains the existence of asymmetric knowledge. The principle can obtain comprehensive

information with great transparency, even when the principal and the agent do not have the same information. (Putra & N. K. Rasmini, 2019; Tarima & MD, 2022; Zubaidah & Nugraeni, 2023).

H3: Transparency significantly influences the Accountability of Village Fund Management

The Influence of Competence on Transparency

The implementation of transparency is a demand on public organizations because it is used by stakeholders in making decisions. (Rahayu et al., 2020) Therefore, competence is greatly needed in implementing transparency. (Fardian, 2012). The realization of transparency requires human resources quality that can apply logic. The quality of human resources is the main asset for carrying out the tasks and responsibilities assigned and is supported by sufficient education, training, and experience to make activities transparent. (Widodo, 2001). *H*4: Competence significantly influences Transparency.

The Influence of Organizational Commitment on Transparency

The implementation of governance, from the highest to the lowest levels of government, requires support from various parties, including the participation of organizational officials. (Purnamadewi et al., 2021). Commitment is the employee's loyalty to the organization by remaining with the organization, helping to achieve the organization's goals, not wanting to leave the organization for any reason, and being willing to make significant efforts for the good of the organization in terms of openness to the public. (Rahayu et al., 2020; Yusuf & Syarif, 2008).

H5: Commitment to the organization significantly influences Transparency.

Transparency Mediates Competence Towards Accountability in Village Fund Management.

Transparency significantly influences accountability. (Herlina et al., 2021; Sari & Andra Asmara, 2021). Furthermore, competence also significantly influences transparency. (Rahayu et al., 2020). Based on this, the transparency variable significantly mediates the competence of officials towards the accountability of village fund management.

H6: Transparency significantly mediates the competence of officials towards the accountability of village fund management.

Transparency Mediates the Commitment to the Organization Towards the Accountability of Village Fund Management.

Commitment is a very important element in accountability. (Amaliya & Maryono, 2022; Mada et al., 2017; Tharis et al., 2022). Commitment is the loyalty of staff to the organization by staying with the organization, helping to achieve organizational goals, and making considerable efforts for the organization's interests in terms of transparency to the public. (Rahayu et al., 2020; Yusuf & Syarif, 2008). Furthermore, transparency will improve accountability and accountability through the openness of the information provided. (Putra & N. K. Rasmini, 2019; Tarima & MD, 2022; Zubaidah & Nugraeni, 2023), thus, transparency will significantly mediate between organizational commitment and accountability in village fund management.

H7: Transparency significantly mediates organizational commitment towards the accountability of village fund management.

RESEARCH METHODS

A quantitative method was used to conduct associative research. The 92 villages that make up the Agam Regency in West Sumatra Province are home to all of the financial affairs authorities that were used in this study. This study's sample selection process makes use of the complete sampling technique. As a result, the population size and sample size are equal. Primary data was the data source used in this investigation. The data collection technique is done with a questionnaire measured on a Likert scale with the following levels: 1 = Strongly Disagree; 2 = Disagree; 3 = Normal; 4 = Agree and 5 = Strongly Agree

The data analysis technique used in this research is partial least squares (PLS) from the statistical software Smart PLS version 4. There are two types of variables in this study, namely exogenous and endogenous variables. The exogenous variables are the competence of officials and commitment to the organization.

Competence of officials is the characteristics that someone has in terms of knowledge, ability, and skills in carrying out a job, measured by 7 indicators. Commitment to the organization is a behavioral dimension that can be used to give strength to employees to stay in a company, measured by using 6 indicators. The endogenous variables consist of accountability of village fund management and transparency. Accountability of village fund management emphasizes broader accountability to the community, thus generating trust in the government, measured by 7 indicators. Transparency is a form of openness in providing information by a government to parties in need of information related to the management activities of public resources, measured by 5 indicators.

RESULTS AND DISCUSSION

Distribution of Questionnaires and Respondent Characteristics

The distribution of research questionnaires and the characteristics of respondents as follows:

Table 1. Distribution of Questionnaires and Characteristics of Respondents

| | Information | Number of | Percentage |
|-------|--|----------------|------------|
| | | Questionnaires | |
| A. Di | stribution of Questionnaires | | |
| 1. | Questionnaires distributed | 92 | 100,00% |
| 2. | Returned questionnaire | 86 | 93,48% |
| 3. | Processable questionnaire | 86 | 93,48% |
| 4. | Questionnaires that cannot be processed | 0 | 0,00% |
| B. Ch | aracteristics of Respondents | | |
| 1. | Gender | | |
| | a. Man | 6 | 6,98% |
| | b. Woman | 80 | 93,02% |
| | Total | 86 | 100,00% |
| 2. | Age (Years) | | |
| | a. < 17 | 0 | 0,00% |
| | b. 17-25 | 1 | 1,16% |
| | c. 26-35 | 46 | 53,49% |
| | d. 36-45 | 35 | 40,70% |
| | e. >45 | 4 | 4,65% |
| | Total | 86 | 100,00% |
| 3. | Last Education | | |
| | Elementary School Equivalent | 0 | 0,00% |
| | b. Middle School Equivalent | 0 | 0,00% |
| | c. High School Equivalent | 25 | 29,07% |
| | d. Diploma Equivalent | 15 | 17,44% |
| | e. Bachelor's Degree or equivalent | 46 | 53,49% |
| | f. Masters or Doctorate | 0 | 0,00% |
| | Total | 86 | 100% |
| 4. | Length of Work (Years) | | |
| | a. < 5 | 12 | 18,18% |
| | b. $5 - 10$ | 48 | 72,73% |
| | c. > 10 | 6 | 9,09% |
| | Total | 86 | 100,00% |

Evaluation of Reflective Measurement Model

Outer Loading, Cronbach's Alpha, Composite Reliability, and Average Variance Extracted

The evaluation of the reflective measurement model for the variables Competence of Apparatus (CA), Commitment to the Organization (CO), Transparency (TR), and Accountability in Village Fund Management (AVF) is measured by loading factors/outer loadings, composite reliability, Cronbach's alpha, and average variance extracted (AVE). (Hair et al., 2021) with the following results in table 4.

The Outer Loading test was conducted three times because, in the first and second tests, there were indicators with Outer Loading values <0.7. After the third test, based on Hair et al (2021), the factor loading indicator values > 0.70, Cronbach's Alpha > 0.70, Composite Reliability > 0.70, and AVE > 0.50, thus all indicators in Table 5 met the requirements.

Table 2. The value of the Reflective Measurement Model Evaluation

| Variable | Indicator | Outer Loading | Cronbach's Alfa | Composite Reliability | AVE |
|--------------------------------|-----------|------------------|--------------------|--------------------------|-------|
| Competence (KAP) | KAP2 | 0,800 | - Tilla | Remainity | 0,684 |
| (m m) | KAP3 | 0,816 | 0,902 | 0,896 | |
| | KAP4 | 0,887 | | | |
| | KAP7 | 0,802 | | | |
| Commitment to the Organization | KO4 | 0,789 | | | |
| (KO) | KO5 | 0,834 | 0,780 | 0,870 | 0,691 |
| | KO6 | 0,869 | | | |
| Transparency (TR) | TR1 | 0,810 | | | 0,641 |
| | TR2 | 0,794 | | | |
| | TR3 | 0,812 | 0,861 | 0,899 | |
| | TR4 | 0,722 | | | |
| | TR5 | 0,814 | | | |
| Accountability in Village Fund | AKP1 | 0,814 | | | |
| Management (AKP) | AKP2 | 0,793 | | | |
| | AKP4 | 0,833 | 0,845 | 0,925 | 0,672 |
| | AKP5 | 0,874 | | | |
| | AKP6 | 0,742 | | | |
| | AKP7 | 0,857 | | | |

The Outer Loading test was conducted three times because, in the first and second tests, there were indicators with Outer Loading values <0.7. After the third test, based on Hair et al (2021), the factor loading indicator values > 0.70, Cronbach's Alpha > 0.70, Composite Reliability > 0.70, and AVE > 0.50, thus all indicators in Table 5 met the requirements.

Discriminant Validity (Cross-Loading, Fornell-Larcker, and HTMT)

The results of discriminant validity processing, including cross-loading, Fornell-Larcker, and Heterotrait-Monotrait Ratio (HTMT) can be seen in table 3. According to Table 3, there is a higher correlation between the constructions and their indicators than there is with other constructs. Because of this, all latent variables already have strong discriminant validity with cross-loading, meaning that each construct block's indicators are superior than those in other blocks. (Hair et al., 2021).

Assessing discriminant validity using the Fornel and Lacker criteria is a form of assessment to ensure that variables are theoretically different and supported empirically through statistical testing. The Fornel and Lacker criteria state that the square root of the AVE of a variable should be greater than its correlations with other variables. The square root of the AVE of the AKP variable (0.820) is greater than its correlation with KO (0.367), also greater than its correlation with KAP (0.471), and greater than its correlation with TR (0.436). The square root of the AVE of the KO variable (0.831) is greater than its correlation with KAP (0.550) and also greater than its correlation with TR (0.545). The square root of the AVE of the KAP variable (0.827) is greater than its correlation with TR (0.566). These results indicate that the discriminant validity of the AKP, KO, KAP, and TR variables is fulfilled. (Hair et al., 2021).

Furthermore, for HTMT discriminant evaluation, it meets the criteria if the HTMT value is < 0.90 (Hair et al., 2021). Based on Table 6, it is known that the HTMT values for each pair of variables are < 0.90, indicating that the Discriminant Validity for HTMT is fulfilled.

Table 3. Cross-loading, Fornell-Larcker, and HTMT

| | AKP | KO | KA | ΛP | TR |
|--------------------------------|-------|-------|-------|-------|-------|
| Cross Loading | | | | | |
| AKP1 | 0,814 | 0,400 | 0,3 | 60 | 0,463 |
| AKP2 | 0,793 | 0,295 | 0,3 | 79 | 0,360 |
| AKP4 | 0,833 | 0,215 | 0,4 | 35 | 0,304 |
| AKP5 | 0,874 | 0,237 | 0,3 | 53 | 0,294 |
| AKP6 | 0,742 | 0,219 | 0,3 | 72 | 0,344 |
| AKP7 | 0,857 | 0,363 | 0,4 | 12 | 0,358 |
| KAP2 | 0,347 | 0,493 | 0,8 | 00 | 0,419 |
| KAP3 | 0,385 | 0,446 | 0,8 | 16 | 0,433 |
| KAP4 | 0,478 | 0,467 | 0,8 | 87 | 0,477 |
| KAP7 | 0,339 | 0,420 | 0,8 | 02 | 0,536 |
| KO4 | 0,179 | 0,789 | 0,3 | 46 | 0,406 |
| KO5 | 0,246 | 0,834 | 0,4 | 0,407 | |
| KO6 | 0,420 | 0,868 | | 0,577 | |
| TR1 | 0,228 | 0,329 | | 0,326 | |
| TR2 | 0,296 | 0,472 | | 0,453 | |
| TR3 | 0,419 | 0,415 | 0,481 | | 0,812 |
| TR4 | 0,356 | 0,577 | 0,529 | | 0,772 |
| TR5 | 0,403 | 0,326 | 0,418 | | 0,814 |
| Fornell Lacker | | | | | |
| AKP | | 0,820 | | | |
| KO | | 0,367 | 0,831 | | |
| KAP | | 0,471 | 0,550 | 0,827 | |
| TR | | 0,436 | 0,545 | 0,566 | 0,801 |
| Heterotrait-Monotrait Ratio (F | HTMT) | | | | |
| | | | | | HTMT |
| KO <-> AKP | | | | | 0,396 |
| KAP <-> AKP | | | | | 0,536 |
| KAP <-> KO | | | | | 0,658 |
| TR < -> AKP | | | | | 0,477 |
| TR <-> KO | | | | | 0,638 |
| TR <-> KAP | | | | | 0,643 |

Structural Model Evaluation

Structural Model

The structural model depicts the relationships or estimated strengths between latent variables or constructs based on substantive theory. The results of the structural model testing as follows:

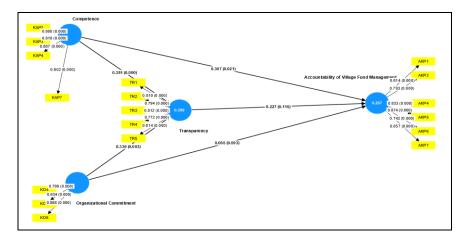


Figure 2. Structural Model

The structural model was tested using R-Square for dependent constructs and t-tests to determine the relevance of structural route coefficient parameters.

Table 4. R Square Test Results

| | R Square | R-Square Adjusted |
|-----|----------|----------------------|
| AKP | 0,267 | 0,240 |
| TR | 0,399 | 0,384 |

Table 4 concluded that the R-Square value for AKP is 0.267, which means that the variables KAP and KO contribute 26.7% to AKP. Furthermore, the R-Square value for TR is 0.399, indicating that the variables KAP and KO contribute 39.9% to TR.

Table 5. Presents the Results of Path Coefficients and Indirect Effects

| | Original | Sampel Mean | Standard | t statistics | `p-value |
|--------------------------------------|------------|-------------|-----------|--------------|----------|
| | Sampel (O) | (M) | Deviation | | |
| | | | (STDEV) | | |
| Path Coefficients | | | | | |
| $KAP \rightarrow AKP$ | 0,307 | 0,314 | 0,134 | 2,301 | 0,021 |
| $KO \rightarrow AKP$ | 0,065 | 0,068 | 0,121 | 0,534 | 0,593 |
| $KAP \rightarrow TR$ | 0,381 | 0,385 | 0,107 | 3,564 | 0,000 |
| $KO \rightarrow TR$ | 0,336 | 0,341 | 0,113 | 2,971 | 0,003 |
| $TR \rightarrow AKP$ | 0,227 | 0,228 | 0,144 | 1,576 | 0,115 |
| Indirect Effect | | | | | |
| $KAP \rightarrow TR \rightarrow AKP$ | 0,087 | 0,086 | 0,061 | 1,415 | 0,157 |
| $KO \rightarrow TR \rightarrow AKP$ | 0,076 | 0,078 | 0,059 | 1,293 | 0,196 |

Based on Table 5, we can observe that the p-value of KAP on AKP is 0.021 with a t-statistics value of 2.301. Next, the p-value of KO on AKP is 0.593 with a t-statistics value of 0.534. Furthermore, the p-value of KAP on TR is 0.000 with a t-statistics value of 3.564. Next, the p-value of KO on TR is 0.003 with a t-statistics value of 2.971, and the p-value of TR on AKP is 0.115 with a t-statistics value of 1.576. For the indirect effect of $KAP \rightarrow TR \rightarrow AKP$, the p-value is 0.157 with a t-statistics value of 1.415, while the indirect effect of $KO \rightarrow TR \rightarrow AKP$ has a p-value of 0.196 with a t-statistics value of 1.293.

Discussion

The influence of Competence (KAP) on Village Fund Management Accountability (AKP)

The influence of Competence (KAP) on Village Fund Management Accountability (AKP) can be seen from the calculated t-value being greater than the t-table value, which is 2.301 > 1.663, with a significance value of 0.021, which is less than 0.05. This indicates that KAP has a significant effect on AKP in The Agam Regency. These findings are consistent with the research results of Amaliya, R., and Maryono (2020) and Purba, et al. (2022), which state that the competence of officials significantly influences accountability. (Amaliya & Maryono, 2020; Sahala Purba et al., 2022)

The influence of Commitment to the Organization (KO) on the Accountability of Village Fund Management (AKP)

The influence of Commitment to the Organization (KO) on the accountability of village fund management (AKP) can be seen from the t-value being smaller than the t-table value, which is 0.534 < 1.663, with a significance value of 0.593, which is greater than 0.05. This indicates that commitment to the organization does not have a significant effect on the accountability of village fund management in Agam Regency. This result is consistent with the findings of Indriasih (2022), which stated that commitment to the organization does not have a significant effect on accountability (Indriasih et al., 2022). However, it is not in line with the results of the study conducted by Iyona, et al (2023), which concluded that there is a significant influence of the variable commitment to the organization on the accountability of village fund management. (Iyona & Badu, 2023).

The Influence of Competence of Apparatus on Transparency

The influence of the competence of apparatus (KAP) on transparency (TR) is evident from the calculated t-value being greater than the t-table value, that is, 3.564 > 1.663, with a significance value of 0.000, which is less than 0.05. This indicates that the competence of the apparatus significantly influences the accountability of village fund management in the Agam Regency. This research result is in line with the findings of Rahayu et al. (2020) and Fardian (2012), which state that the competence of the apparatus affects transparency. (Fardian, 2012; Rahayu et al., 2020)

The influence of organizational commitment on transparency.

The influence of Organizational Commitment (OC) on transparency (TR) can be seen from the t-value being greater than the t-table, which is 2.971 > 1.663 with a significance value of 0.003, which is less than 0.05. This indicates that organizational commitment has a significant effect on the accountability of village fund management in Agam District. These findings are consistent with the research by Rahayu (2020) and Yusuf & Syarif (2008), which state that organizational commitment affects transparency. ((Rahayu et al., 2020; Yusuf & Syarif, 2008)

The influence of Transparency on the Accountability of Village Fund Management

The influence of transparency (TR) on the accountability of village fund management (AKP) is seen from the t-value, which is smaller than the t-table value, namely 1.576 < 1.663, with a significance value of 0.115, which is greater than 0.05. This indicates that transparency does not have a significant effect on the accountability of village fund management in Agam Regency. These results are consistent with the findings of Fitri & Arza (2023) and Simanjuntak (2023), which state that transparency is not significant in accountability. (Fitri & Arza, 2023b; Simanjuntak et al., 2023)

Transparency mediates the effect of civil servants' competence on the accountability of village fund management.

The results of the indirect effect analysis show that the t-value is smaller than the t-table value, which is 1.415 < 1.663, with a significance value of 0.157, which is greater than 0.05. This test demonstrates that transparency does not significantly mediate the effect of civil servants' competence on the accountability of village fund management in Agam Regency. This is consistent with the findings of Fitri & Arza (2023) and Simanjuntak, et al (2023), which indicate that transparency does not have a significant effect on accountability. (Fitri & Arza, 2023b; Simanjuntak et al., 2023).

Transparency Mediates the Effect of Organizational Commitment on the Accountability of Village Fund Management

The results of the indirect effect analysis reveal that the t-value is smaller than the t-table value, with 1.293 < 1.663 and a significance value of 0.196, which is greater than 0.05. This test proves that transparency does not significantly mediate organizational commitment's influence on the accountability of village fund management in Agam Regency. This finding is consistent with the research conducted by Fitri & Arza (2023) and Simanjuntak et al. (2023), which state that transparency is not significant for accountability. (Fitri & Arza, 2023b; Simanjuntak et al., 2023).

CONCLUSIONS

According to the findings of this study, officials' competency and transparency have a substantial impact on the accountability of village fund management, however organizational commitment has no significant impact. Furthermore, the variable of transparency does not significantly mediate the variables of officials' competence and organizational commitment in relation to the accountability of village fund management.

A limitation of this study is that it only considered three variables: civil servant capacity, organizational commitment, and transparency in influencing village fund management responsibilities. It is hoped that future research can explore and add other variables that can influence responsible behavior in village fund management so that one can know which variables can optimize responsible management village fund.

Based on the research conducted on financial officials in village governments in Agam Regency, the following recommendations can be made: financial officials should maintain their commitment to the organization, enhance their competence, provide optimal services, and uphold the transparency of their management practices.

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