Determinant Factors of The Performance of the PKK Driving Team in Supporting The Village SDGS Program in Jumantono District, Karanganyar Regency

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ABSTRACT

This study aims to analyze the determinants of the performance of the PKK Team in supporting the Village SDGs program in Jumantono District, Karanganyar Regency based on competency factors, information technology, and Perceived Organizational Support. The novelty of this study is to provide an understanding for the Jumantono PKK Team actors regarding the importance of considering sustainability; improving long-term performance is an important orientation that must be realized in supporting the success of the Village SDGs program. This study uses a quantitative descriptive method. The population in this study were cadres from 12 Village PKK Teams and Jumantono District, Karanganyar Regency, with a total of 232 people. The number of samples was 147 people calculated using the Slovin formula. Data collection used a questionnaire technique, data analysis techniques used the Partial Method. Least Square.The findings of this study conclude that (1) Competence has a positive and significant effect on the performance of the PKK TP in supporting the Village SDGs program in Jumantono District, Karanganyar. (2) Information technology has a positive and significant effect on the performance of the PKK TP in supporting the Village SDGs program in Jumantono District, Karanganyar. (3) Perceived Organizational Support has a positive and significant effect on the performance of the PKK TP in supporting the Village SDGs program in Jumantono District, Karanganyar.

1. INTRODUCTION

While The Sustainable Development Goals (SDGs) are a global action plan agreed upon by world leaders, including Indonesia, to end poverty, reduce inequality, and protect the environment. The Minister of National Development Planning/Head of Bappenas' Expert for Economic Synergy and Financing, who is also the Head of the SDGs National Secretariat, stated that the success of the SDGs requires collaboration between all stakeholders, including the central and regional governments, businesses, academics and practitioners, as well as community organizations and the media, to realize the various SDGs objectives (Fitriani, 2021).

Villages possess abundant natural resources, rich cultural potential, and a human potential that can be empowered. The government's current SDGs development strategy aims to address development inequality and empower and improve the well-being of rural communities through national development that prioritizes and prioritizes village development and progress (Andari, 2021).

Village development is a crucial and strategic component of realizing national and regional development, based on the vision and mission of the central and regional governments. The Village SDGs emphasize the birth of innovation in villages across all sectors, including the economy, public services, and superior village products. Therefore, the Village SDGs utilize several indicators of success that can be implemented by village governments, including village economic growth, addressing village poverty levels, inter-regional and inter-individual disparities, and improving community well-being, as well as ensuring the availability of basic education and health services (Jamalilail et al., 2022).

To realize the SDGs Village requires many roles, one of which is the PKK Movement, as a movement that is beneficial to the community, especially in rural areas. The Family Empowerment and

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Welfare Movement Team (TP-PKK) is an action, efforts carried out by the PKK to improve family welfare, in addition to also playing a role in building the world of education, especially in Early Childhood Education (PAUD), the Health sector is required to revive Posyandu and help mothers who give birth and will give birth so as to reduce maternal and child mortality during childbirth, in the economic sector it is hoped that the PKK can help small and medium enterprises carried out by mothers. The most important thing is to prepare PKK cadres in each village and be able to train their own cadres to be able to adjust resources according to the demands of today's developing dynamics (Riana, Sjamsuddin & Hayat, 2020).

The existence of the PKK Mobilization Team in Jumantono District, Karanganyar Regency plays a role in empowering women and contributing to the success of Jumantono village development, therefore, it is important to continuously improve the performance of the Jumantono PKK TP. The performance of the Jumantono PKK TP in supporting the Village SDGs can be seen from the achievements, such as 1st Place in the Jumantono PKK TP Cadre Quiz Competition, 1st Place in the Elderly Gymnastics Competition, 2nd Place in the New Entrepreneurship Development Training held by the Karanganyar Trade and Industry Office. Other achievements include 1st Place in the Diverse, Nutritious, Balanced and Safe Menu Creation Competition (B2SA) and 2nd Place in the Village PKK TP Role Competition in Accelerating Stunting Reduction.

The researcher's pre-survey results indicate that the performance of the Jumantono PKK TP is still hampered by several obstacles, including limited knowledge and low education levels of cadres, less than optimal utilization of information technology by cadres due to age factors, and lack of support from the Board of Trustees in the villages. Based on these obstacles, efforts are needed to improve the performance of the Jumantono PKK TP in a sustainable manner that will support the success of the Village SDGs program. One strategy to improve the performance of the Jumantono Family Welfare Movement (TP PKK) is through competency development. Competence is an ability that relates to a person's qualities, including more than just behavioral characteristics, namely performance, knowledge, skills, adequacy levels, and several similar things such as goals, reasons, attitudes, or certain qualities (Venn, Perez & Vandenbussche, 2022). Mangkunegara (2017) stated that competence plays a significant role in achieving superior performance. Competency development can be carried out through various programs such as training, career development, and independent learning.

In their research, Lumbanraja & Penny (2024) revealed that competency development in public service delivery in Indonesia is a challenge that must be met in realizing the Sustainable Development Goals (SDGs). The performance of development actors needs to improve competency to meet ever-changing challenges. Competency development is an important key to improving individual and institutional performance. Research conducted by Aliaga et al., (2023) stated that competency has a positive effect on the performance of sustainable rural development actors in the Jauja region, Peru. Competency development is a process of improving skills, knowledge, and work attitudes. This development aims to improve the quality of cadres so they can contribute more effectively to achieving the goals of the Village SDGs program.

Maximizing the use of information technology in the era of Village SDGs also plays a role in improving the performance of the Juantono Family Welfare Movement (TP PKK). Parasuraman et al., (1988) stated that organizational performance is greatly influenced by the mastery of information technology by an organization's employees. The use of information technology in an organization will experience changes in the management system, from traditional systems to contemporary management systems. Information technology is an important dimension in supporting service quality, especially in service organizations. Sudipa et al., (2023) stated that Information technology (IT) has a crucial role in supporting the achievement of the SDGs. IT is used to accelerate and expand access to information, increase efficiency and productivity, and facilitate innovation and collaboration, thus contributing to individual and organizational performance. Research conducted by Ramadani et al., (2024) stated that improving information technology is key to achieving the Sustainable Development Goals (SDGs). Government initiatives to advance digital literacy have improved public service standards, particularly in the fields of health, education, and public services. The Indonesian government has fully supported the achievement of the Sustainable Development Goals (SDGs) by increasing public awareness and skills in information technology through various projects and programs. These programs aim to increase

public access to and skills in digital technology through training and the creation of digital infrastructure. This will significantly improve people's quality of life and long-term development participation.

Improving the performance of the Jumantono Family Welfare Movement (TP PKK) can also be achieved through increased organizational support. Routine activities carried out by the TP PKK are a process of strengthening female cadres who play a crucial role in the development of Jumantono Village, Karanganyar. Improving the performance of the TP PKK in supporting the success of the Village SDGs program requires village government support through direction, coordination, communication, and meeting the needs of cadres in facilitating a series of programs. According to Wirawan (2018:36), employee performance is influenced not only by internal employee factors but also by internal organizational environmental factors, including organizational support. Khairunnisa (2023) states that developing high-performing employees is inseparable from organizational support. Employees will feel comfortable and enthusiastic about working if the organization also carries out its obligations and roles well. Organizations can provide full support to employees, this condition can create Perceived Organizational Support (POS). Perceived organizational support is the trust employees feel where they feel that the organization values their contributions and well-being. Empirical findings demonstrate the positive influence of POS on individual performance, as found by Ranihusna et al. (2021); Hossin et al., (2021); Suwarno et al. (2023); Eglicka, Mittal & Navickas (2023) stated that POS has a significant positive effect on employee performance. The higher the perceived organizational support, the more willing employees will be to provide the best work results for the organization's success.

So far, quantitative research related to the determinants of the performance of the PKK Team in supporting the Village SDGs program is still very limited. To fill this gap, this study aims to analyze the determinants of the performance of the PKK Team in supporting the Village SDGs program in Jumantono District, Karanganyar Regency based on competency factors, information technology and Perceived Organizational Support. The novelty of this research is that it provides an understanding for the actors of the Jumantono PKK Team that it is important to consider sustainability, long-term performance improvement is an important orientation that must be realized in supporting the success of the Village SDGs program.

The primary contribution of this research is expected to serve as a foundation for village development actors in Jumantono District, Karanganyar, in formulating policies to improve the sustainability of the Family Welfare Movement (TP PKK). It is also hoped that the results will provide new insights into overcoming obstacles that hinder the performance of TP PKK in Indonesia in supporting the success of the Village SDGs program.

2. THE PURPOSED METHOD

Village Sustainable Development Goals (SDGs).

The SDGs are a fifteen-year United Nations program with a target date of 2030. They are a continuation of the Millennium Development Goals (MDGs), which were implemented from 2000 to 2015 and focused on eight targets. The SDGs comprise seventeen targets with a vision of achieving sustainability in the future, as shown in Figure 1. The SDGs are designed as a comprehensive agenda for human well-being and the sustainability of the entire planet (Nuringsih et al., 2022).

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Figure 1. Sustainable Development Goals (SDGs)

Figure 1 shows all SDG targets, including "No poverty, zero hunger, good health and well-being, quality education, gender equality, clean water and sanitation, efficient and clean energy, decent work and economic growth, industry, innovation, and infrastructure, reduced inequalities, sustainable cities and communities, responsible consumption and production, climate change, life below water, life on land, peace, justice, and strong institutions, and partnership for the goals." All targets are divided into three domains: social, economic, and environmental, or what Elkington calls the triple bottom line. Accelerating the achievement of the SDGs is supported through a green economy with the aim of realizing the SDGs targets by 2030. To achieve all targets with a global community orientation, strategic collaboration between stakeholders in various countries is required. This is proven through a supporting system including education development support, conceptual development support, and country support that has a significant positive impact on green entrepreneurship intention (Nuringsih et al., 2022).

A study by Quiroz-Nino & Murga-Menoyo (2017) concluded that training is crucial for developing competencies related to the SDGs, with these goals achieved through education. This argument further demonstrates the crucial role of educational institutions in developing a learning framework based on the SDGs. Village SDGsReferring to Presidential Regulation (Perpres) Number 59 of 2017 concerning national sustainable development goals, the Perpres mentions 17 national sustainable development goals, while the Village SDGs add one more goal, bringing the Village SDGs to 18 village sustainable development goals, namely (Sudipa et al., 2023):

1. Village Without Poverty
2. Village without hunger
3. Healthy and prosperous village
4. Quality Village Education
5. Involvement of Village Women;
6. Villages with Clean Water and Sanitation
7. Clean and Renewable Energy Village
8. Even village economic growth
9. Village Infrastructure and Innovation According to Needs
10. Village without gaps
11. Safe and Comfortable Village Residential Area
12. Consumption and Production in Environmentally Conscious Villages
13. Climate Change Responsive Village
14. Marine Environment Care Village
15. Land Environmentally Caring Village
16. Peaceful and Just Village
17. Partnership for Village Development
18. Dynamic Village Institutions and Adaptive Village Culture.

PKK Team Performance

The PKK Movement is a national movement in community development that grows from under its management from, by and for the community towards the realization of prosperous families who believe and are devoted to God Almighty. The PKK Movement Team was formed by the Government and community organizations to improve the standard of living of people, improve the quality of family food and improve the use of yards through beautiful, orderly, beautiful and comfortable yards, clothing and housing arrangements as well as healthy family home management so as to improve the quality of the economy and standard of living. The PKK Movement Team is a community member, both men and women, individuals, voluntary and functions as planners, implementers, and controllers of the PKK movement (Tueno, 2020).

Performance reflects behavior that positively contributes to achieving organizational goals. Performance encompasses employee attitudes and behaviors in carrying out work activities and quality targets set by the organization.(Manullang & Noor, 2020).Individual performance is the result of synergy of a number of factors: (1) internal (competence, knowledge, talent, experience, physical, psychological, motivation, satisfaction) (2) internal organizational environment (work culture, compensation, technology and work climate) (3) external organizational environment is a condition that occurs outside the organization that affects individual employee performance, for example the economic crisis (Wirawan, 2018).

Competence

Competence is an individual's capacity to perform various tasks in a job. Furthermore, it is stated that all individual abilities are essentially composed of two sets of factors: intellectual ability and physical ability (Robbins, 2016: 46). According to Mangkunegara (2017: 67), competence concerns potential ability (IQ) and actual ability (knowledge and skills). Furthermore, Robbins (2010: 77) states that ability directly influences an employee's level of performance and satisfaction.

Competency characteristics are grouped into five types, namely (Vernia & Sandiar, 2020):

1. Knowledge, Knowledge in this case is the information that a person has in a specific field.
2. Skills, Skill is the ability to perform a physical or mental task.
3. Motive, Motives are desires that lead to action. Motives can drive, direct, and select behavior toward specific actions or goals, rather than toward others. For example, someone with achievement motivation consistently sets challenging goals for themselves, takes personal responsibility for achieving them, and uses feedback to improve.
4. Character or Nature, Physical characteristics and consistent responses to information or situations.
5. Self-concept, This self-concept includes attitudes, values or*image*self of a person. Example: self-confidence, a person's belief that he or she can be effective in almost any situation as part of that person's self-concept.

Information Technology

According to Humdiana and Indrayani (2016:15), information technology is a computer-based tool used by organizations or agencies to work with information and support the organization's information and information processing needs. Information technology includes computers and communication technologies used to process and disseminate information, both financial and non-financial. Factors that influence the use of information technology on individual performance (Geovannie et al., 2020) are:

1. Perceived Consequences, defined as future outcomes, such as increased flexibility, changing jobs or increased opportunities for more meaningful work.
2. Social Factors, defined as an individual's internalization of subjective cultural group references (norms, roles, and values) and specify the interpersonal agreements that individuals have sought with others in specific social situations.
3. Individual Feelings (Affect), is defined as referring to pure emotions, joy, excitement, pleasure, depression, dislike, dissatisfaction, or hatred related to a particular individual in the use of information technology.

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4. Intention, is defined as the extent to which an individual is willing to try and innovate in deploying his work to use information technology.
5. Habit, describes behavior that has become automatic and routinely repeated in individual activities using information technology to improve individual performance in carrying out tasks.
6. Facilitating Conditions, defined as objective factors in the environment that make it easier for users to act/work.

Perceived Organizational Support

Perceived Organizational Support(POST)is a basic theory presented by Eisenberger, namely an employee's perception of how much the organization has valued employee contributions and the organization's concern for employee conditions and needs. Perceived Organizational Support is based on employee assessments of the extent to which the organization has valued contributions, listened to complaints, paid attention to the lives and welfare of employees and treated employees fairly (Sharma & Dhar, 2018).

According to Yusuf & Syarif (2018), perceived organizational support is seen as an organization's commitment to employees. If the organization generally values employee dedication and loyalty as a form of employee commitment to the organization, then employees generally also pay attention to how the organization's commitment is to them. Awards given by the organization can be considered to provide benefits for employees, such as feeling accepted and recognized, receiving salaries and promotions, getting access to various information, and several other forms of assistance that employees need to be able to carry out their work effectively. Rahmayani & Wikaningrum (2022) stated that perceived organizational support includes a norm of reciprocity that causes employees and the organization to pay attention to several goals in the work relationship. From the various definitions and concepts put forward by experts, researchers can conclude that organizations must provide support to their employees as the organization's primary human resources, so that employees have a positive perception of the organization where they work. This employee perception will create a connection between employees and the organization because employees feel valued, supported, and considered part of the organization. Rahmayani & Wikaningrum (2022) stated that the dimensions of perceived organizational support include:

1. Fair organizational procedures, which include organizational policies and fairness/equality in treatment.
2. Supervisor supportor leadership support.
3. Favorable rewardsand job conditions which include: Recognition, pay, and promotions, job security, job autonomy and work procedures, job-related stressors, work overload, training.

Rhoades & Eisenberger (2017) stated that indicators of perceived organizational support include:

1. Fairness in opportunities for competency improvement
2. Fairness in career development opportunities
3. The boss gives direction in working
4. Appreciation for existence
5. Superiors are responsive to subordinates' opinions and complaints
6. The organization's concern for employee welfare
7. The organization's concern for employee job satisfaction
8. The organization's concern for comfortable working conditions

Hypothesis Development

1. The Influence of Competence on the Performance of TP PKK

   In the context of sustainable development goals (SDGs), there are many aspects of sustainability that must be understood and comprehended by development actors, so that competency development is very important because it can support work performance (Lumbanraja & Penny, 2024).
   Competence encompasses the use of knowledge, skills, attitudes, and values to solve problems in different contexts and is crucial to individual performance across many fields (Aliaga et al., 2023).

Vernia & Sandiar (2020) state that competence is closely related to individual performance. Individuals who wish to improve their performance should develop competencies appropriate to their duties and work (the right person on the right job). The role of competence has a positive influence on improving employee performance.

Based on the description above, the hypothesis proposed in this study is:

H1 : Competence has a significant influence on the performance of the PKK TP in Jumantono District, Karanganyar

2. InfluenceInformation Technology towardsTP PKK Performance

The use of information technology significantly improves time efficiency in completing tasks. According to the Technology Acceptance Model (TAM), perceived usefulness of a system will significantly impact user performance in completing tasks (Abdinur & Karcioglu, 2023). Information technology plays a crucial role in achieving the SDGs, particularly in information dissemination, technological innovation, education and training, monitoring and evaluation, and collaboration. Therefore, the effective development and use of information technology is essential to achieving the SDGs more quickly and efficiently. The more effective use of information technology, the better its user performance will be (Sudipa et al., 2023).

Based on the description above, the hypothesis proposed in this study is:

H2 : Information technology has a significant influence on the performance of the PKK TP in Jumantono District, Karanganyar

3. InfluencePerceived Organizational Support for TP PKK Performance

Perceived organizational support This will create a sense of connection and belonging within employees, namely a sense of belonging and belonging between the organization and the employee. An employee's sense of belonging can influence their performance level. Employees who feel connected to their work will find it easier to achieve the organization's vision (Ranihusna et al., 2021).

Research conducted by Ranihusna et al. (2021); Hossin et al., (2021); Suwarno et al. (2023); Eglicka, Mittal & Navickas (2023) states that perceived organizational support has a significant positive effect on employee performance. The higher the perceived organizational support, the more willing employees are to provide the best work results for the organization's success.

Based on the description above, the hypothesis proposed in this study is:

H3 : *Perceived organizational support* has a significant influence on the performance of the PKK TP in Jumantono District, Karanganyar

3. METHOD

This research is descriptive with a quantitative approach, and the data is analyzed using statistical tests. The population is comprised of 232 cadres from 12 PKK (Family Welfare Movement) Teams in Jumantono Village and District, Karanganyar Regency.

Table 1. Number of PKK Team Leaders in Jumantono Village and District

PKK Group	Number of Cadres (people)
1. Blorong Village	19
2. Gemantar Village	18
3. Genengan Village	22
4. Kebak Village	16
5. Ngunut Village	23
6. Sambirejo Village	19
7. Sedayu Village	22
8. Sringin Village	19
9. Sukosari Village	18
10. Tugu Village	19

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11. Tunggulrejo Village	19
12. Subdistrict	18
Total	232

Source: Jumantono District Administration (2024)

The number of samples in this study was 147 people calculated using the Slovin formula by setting the tolerable error rate (e) at 5%.

Table 2. Operational Definition and Measurement of Variables

Operational Definition of Variables	Indicator	Source
Competence is the ability of Jumantono PKK cadres that is needed to carry out work based on knowledge, skills and work attitudes.	1. Knowledge 2. Skills 3. Motive 4. Character or Nature 5. Self-concept	Vernia & Sandiar (2020)
Information technology is the attitude and behavior of Jumantono PKK cadres in using information technology to complete tasks and improve their performance.	1. Perceived consequences 2. Social factors 3. Individual feelings (affect) 4. Intention 5. habit 6. Facilitating conditions	Geovannie et al. (2020)
*Perceived Organizational Support*is the perception of PKK cadre Jumantono regarding the extent to which the organization values contributions and cares about the welfare of its members.	1. Understanding the goals and personal values of PKK cadres. 2. Pay attention to the welfare of PKK cadres. 3. Appreciate the input of PKK cadres. 4. Utilizing the potential of PKK cadres. 5. Special support/assistance.	Rahmayani & Wikaningrum (2022)
The performance of the PKK Mobilization Team is the work results in terms of quality and quantity achieved by the Jumantono PKK Cadre in carrying out his duties in accordance with the responsibilities given to him.	1. Role responsibilities 2. Quality of work 3. Quantity of work results 4. Punctuality 5. Presence/attendance 6. Teamwork 7. Initiative 8. Behavior 9. Character 10. Leadership	Zaky (2023)

The data sources used in this study are primary data. The data collection technique used a questionnaire by giving a set of written questions to respondents. The questionnaire was assessed using a 5-point Likert Scale (SS=5; S=4; N=3; TS=2; STS=1). The data analysis used SEM-PLS, and data processing used Smart-PLS version 3

4. RESULTS AND DISCUSSION

Outer Model Evaluation

Outer Model Evaluation aims to test the validity and reliability of the constructs in the proposed model.

Table 3. Convergent Validity

Variables	Indicator	Outer Loading
Competence	COMP2	0.875
	COMP2	0.824
	COMP3	0.734
	COMP4	0.849
	COMP5	0.842
Information Technology	TI1	0.821
	TI2	0.774
	TI3	0.701
	TI4	0.877
	TI5	0.833
	TI6	0.863
Perceived Organizational Support	POS1	0.865
	POS2	0.813
	POS3	0.744
	POS4	0.939
	POS5	0.806
TP PKK Performance	KIN1	0.879
	KIN2	0.894
	KIN3	0.874
	KIN4	0.900
	KIN5	0.903
	KIN6	0.892
	KIN7	0.871
	KIN8	0.872
	KIN9	0.776
	KIN10	0.924

Source: processed data (2024)

Table 4. Average Variance Extracted Value

	Average Variance Extracted (AVE)	Information
Competence	0.682	Valid
Information Technology	0.662	Valid
Perceived Organizational Support	0.699	Valid
TP PKK Performance	0.616	Valid

Source: processed data (2024)

Table 5. Composite Reliability

Variables	Composite Reliability	Cronbach's Alpha
Competence	0.915	0.883
Information Technology	0.921	0.896
Perceived Organizational Support	0.920	0.890
TP PKK Performance	0.941	0.930

Source: processed data (2024)

All valid items are marked with outer loading > 0.6 and AVE value > 0.5, meaning all are valid in terms of discriminant validity. Composite reliability value > 0.7 and Alpha > 0.6 means all constructs are reliable.

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Inner Model Evaluation

Table 6.R-Square and Q-Square Values

	R-Square	*Adjusted R-Square*
TP PKK Performance	0.489	0.475

Source: processed data (2024)

Based on the results of the model feasibility evaluation by looking at the R square value, it can be concluded that the PLS model is suitable for use to test the research hypothesis

Path Coefficient Test

After testing the results, it proved a positive path in all constructs, in essence there is a positive link as shown in the following image.

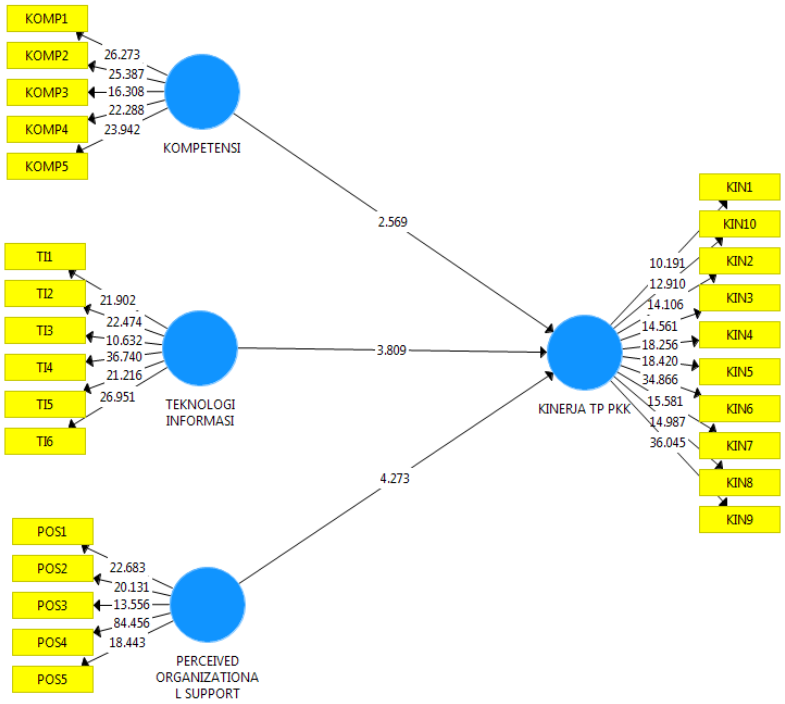


Figure 2. Inner Model

Based on the explanation of these results, it shows that all variables in this model have positive path coefficients. This indicates that the greater the path coefficient value of an exogenous variable on an endogenous variable, the stronger the influence between the exogenous variable and the endogenous variable.

Hypothesis Testing

Hypothesis testing by looking at the results of the Path Coefficient calculation.

Table 7. Hypothesis Testing

	T Statistics (|O/STDEV|)	P Values
Competence-> Performance of TP PKK	2,569	0.010
Information Technology-> TP PKK Performance	3,809	0,000
Perceived Organizational Support-> TP PKK Performance	4,273	0,000

Source: processed data (2024)

On the path that shows the influence of Competence on the Performance of TP PKK, a p-value of 0.010 was obtained with a T statistic of 2.569, therefore the p-value <0.05 and T statistic >1.96 means H1 can be accepted. This means that the higher the competence, the higher the performance of TP PKK. Thus, it is concluded that competence has a significant effect on the performance of TP PKK in Jumantono District, Karanganyar.

On the path that shows the influence of information technology on the performance of TP PKK, a p value of 0.000 was obtained with a T statistic of 3.809, therefore the p value <0.05 and T statistic >1.96 means H2 can be accepted. This means that the higher the information technology, the higher the performance of TP PKK. Thus, it is concluded that information technology has a significant effect on the performance of TP PKK in Jumantono District, Karanganyar.

On the path that shows the influence of Perceived Organizational Support on the performance of TP PKK, a p value of 0.000 was obtained with a T statistic of 4.273, therefore the p value <0.05 and T statistic >1.96 means H3 can be accepted. This means that the higher the Perceived Organizational Support, the higher the performance of TP PKK. Thus, it is concluded that Perceived Organizational Support has a significant effect on the performance of TP PKK in Jumantono District, Karanganyar.

Discussion

1. Competence and Performance of TP PKK

   The findings of this study successfully proved that competence significantly influences the performance of the Family Welfare Movement (TP PKK) in Jumantono District, Karanganyar. The higher the competence, the higher the sales force performance. Based on the findings of this study, the competence possessed by the TP PKK is the result of work in terms of quality and quantity achieved by the Jumantono PKK Cadres in carrying out their duties in accordance with the responsibilities given to them. As a PKK cadre, they must have competence that can be assessed from five indicators: knowledge, skills, motives, temperament (nature), and self-concept. Knowledge in this case is the information possessed by PKK cadres in managing the activities of the 10 main PKK programs. Skills are the ability to perform physical or mental tasks, this is applied when communicating or socializing with fellow cadres or other parties related to the implementation of the 10 main PKK programs. Motives are the desires of PKK cadres that cause actions, motives can encourage and direct behavior. In this case, PKK cadres need to have achievement motivation that consistently sets challenging goals for themselves, takes personal responsibility for achieving them, and uses feedback to do better. Temperament (characteristics) refers to physical characteristics and consistent responses to information or situations. PKK cadres must possess good character, particularly in communication, and be tenacious and resilient in carrying out their roles. Self-concept encompasses the attitudes, values, or self-image of PKK cadres. This includes self-confidence and the belief in the ability to effectively solve problems.

   These findings confirm the research by Aliaga et al. (2023) that found that competency positively impacts the performance of sustainable rural development actors in the Jauja region of Peru. Competency development is a process of improving skills, knowledge, and work attitudes, thus benefiting cadres in improving their performance and contributing to the achievement of the Village SDGs program.

2. Information Technology and TP PKK Performance

   The results of this study support hypothesis 2, that information technology has a significant effect on the performance of the Family Welfare Movement (TP PKK) in Jumantono District, Karanganyar, where the path coefficient of the information technology variable is positive. The implication of this finding is that to improve the performance of the TP PKK, the PKK Mobilization Team in Jumantono District, Karanganyar must increasingly utilize information technology optimally. The high and low performance of the TP PKK in this study is assessed from the consequences felt by the PKK cadres where the use of information technology can help complete work more quickly, the feeling of pleasure when using information technology, the use of information technology can improve socialization especially in disseminating information related to the main tasks of the PKK, the intention of the PKK cadres to always use information technology,

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the habits of the cadres in using information technology to complete tasks, and the existence of conditions that facilitate the use of information technology.

Improving the performance of the Family Welfare Movement Team (PKK) in Jumantono District is crucial in supporting the village's sustainable development goals (SDGs). Achieving these goals requires computer literacy, which can be beneficial in completing tasks related to the 10 PKK programs, and support from colleagues, village, and sub-district organizations. These findings confirm the research by Geovannie et al. (2020) that high performance implies increased efficiency, effectiveness, or high quality. Increasing the use of information technology in the workplace will improve the performance of IT users.

3. Perceived Organizational Supportand Performance of TP PKK

The results of this study support hypothesis 3, that*perceived organizational support*significantly influence the performance of TP PKK in Jumantono District, Karanganyar, where the path coefficient of the perceived organizational support variable is positive. The implication of this finding is that to improve the performance of TP PKK, the organization in this case the Village Government and Jumantono District, Karanganyar must further increase perceived organizational support for PKK cadres, where the level of perceived organizational support in this study is assessed from five indicators, namely Understanding personal goals and values, Paying Attention to the Welfare of PKK cadres, Appreciating Input from PKK cadres, Utilizing the Potential of PKK cadres and providing Special Support/assistance to help solve problems experienced by PKK cadres.

VThe variable perceived organizational support can improve the performance of TP PKK in Jumantono District, Karanganyar if the organization increasingly utilizes employee potential by developing competitive advantages through the utilization of employee potential. The village government organization and Jumantono District should always provide special support/assistance so that PKK cadres always feel that the organization always provides special support/assistance when employees face work problems.

These findings confirmSriathi and Putra's (2017) research found that perceived organizational support is the belief that employees feel the organization values their contributions and well-being. When employees feel fully supported by the organization, this can create a more positive perception of the organization, and they will have a sense of responsibility to contribute more and deliver better performance for the organization. Pleasant working conditions such as attention to employee aspirations, provision of facilities, and opportunities for training will also positively contribute to perceived organizational support. This finding is also in line with the opinion of Ranihusna et al., (2021) that perceived organizational support will create a sense of attachment and belonging within employees, namely a sense of belonging between the organization and employees. An employee's sense of attachment can affect their level of performance; employees who feel committed to their work will make it easier to achieve the organization's vision. This finding confirms the results of previous studies conducted by Khairunnisa (2023); Ranihusna et al. (2021); and Suwarno et al. (2023) that perceived organizational support has a significant positive effect on employee performance. The higher the perceived organizational support, the higher the organizational support felt by employees, so that employees will be willing to provide the best work results for the company's success.

5. CONCLUSION

The findings of this study concluded that (1) Competence has a positive and significant influence on the performance of the PKK TP in supporting the Village SDGs program in Jumantono District, Karanganyar. (2) Information technology has a positive and significant influence on the performance of the PKK TP in supporting the Village SDGs program in Jumantono District, Karanganyar. (3) Perceived Organizational Support has a positive and significant impact on the performance of TP PKK in supporting the Village SDGs program in Jumantono District, Karanganyar.

To achieve sustainable performance, the PKK Team in Jumantono District, Karanganyar, is expected to continue to strive to improve its performance by focusing on the balance of economic,

environmental, and social aspects. Competency development, maximum utilization of information technology, and organizational support are important strategies to improve the performance of the PKK Team, which will support the success of the Village SDGs program in Jumantono District, Karanganyar. Future research agendas still need to examine other determinants that influence the performance of the PKK Team in supporting the Village SDGs by enlarging the sample and expanding the object area.

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