



# Local Government Administration Strategy and Rural Development in Ika North East Local Government Area of Delta State

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## ABSTRACT

Rural transformation is a vital component of sustainable development, with the potential to alleviate poverty, enhance livelihoods, and improve the overall quality of life for rural inhabitants. However, the achievement of rural transformation goals has been hindered by inadequate local government strategies, characterized by ineffective community engagement, insufficient resource allocation, and inadequate human resource development. This has resulted in persistent poverty, poor infrastructure, and limited access to basic services, ultimately affecting the quality of life of rural dwellers. In response, this study investigates the Local Government Administration Strategy and Rural Development in Ika North Local Government Area of Delta State. Three research objectives, questions, and hypotheses were formulated to guide the study. A sample size of 193 was selected from a population of 300 rural dwellers in Ika North East Local Government Area of Delta State. Data was collected using a validated questionnaire instrument and analyzed using frequency distribution tables, percentages, and statistical models, including Pearson Product Moment Correlation Coefficients, ANOVA, and Regression analysis. The findings reveal significant relationships between community engagement, resource allocation, human resource development, and rural transformation. The results indicate that these factors are positively related to rural transformation, suggesting that they contribute to the success of rural transformation initiatives. Therefore, local governments should adopt a comprehensive approach that combines community engagement, resource allocation, and human resource development to achieve successful rural transformation.

Keywords: Local Government Administration, Rural Development, Community Engagement, Resource Allocation, Human Resource Development

## 1. INTRODUCTION

Rural transformation is a critical aspect of sustainable development, as it has the potential to reduce poverty, improve livelihoods, and enhance the overall quality of life for rural dwellers. The rural areas in Nigeria are home to over 50% of the population, and are characterized by limited access to basic services, poor infrastructure, and high levels of poverty. The local government administration plays a crucial role in facilitating rural transformation through community engagement, resource allocation, and human resource development (Ogbette et al., 2018).

Despite the importance of rural transformation, the rural areas in Nigeria continue to face significant challenges, including limited access to basic services such as healthcare, education, and clean water. The rural areas also lack adequate infrastructure, including roads, electricity, and communication networks. Furthermore, the rural areas are characterized by high levels of poverty, with over 70% of rural dwellers living below the poverty line.

Ika North East Local Government Area of Delta State is no exception, and the rural areas in this region face similar challenges. The local government area is characterized by limited access to basic services, poor infrastructure, and high levels of poverty. The rural areas in Ika North East Local Government Area also lack

adequate community engagement, resource allocation, and human resource development, which are critical for rural transformation (Mark-Ibekilo, 1981; Ezeani, 2012; Ogbonna, 2025).

Therefore, this study aims to investigate the impact of local government administration strategies on rural transformation in Ika North East Local Government Area, with a view to identifying the challenges and opportunities for improvement. The study will examine the current state of rural transformation in Ika North East Local Government Area, and identify the strategies that have been implemented by the local government administration to facilitate rural transformation. The study will also identify the challenges that have hindered the achievement of rural transformation goals, and provide recommendations for improvement.

The rural areas of Ika North East Local Government Area of Delta State, Nigeria, have been experiencing slow pace of transformation and development, despite the efforts of local government administration (Ogbette et al., 2018). The lack of effective community engagement (Mark-Ibekilo, 1981), inadequate resource allocation (Ezeani, 2015), and insufficient human resource development (Ogbonna, 2025) have hindered the achievement of rural transformation goals. This has resulted in persistent poverty, poor infrastructure (Federal Republic of Nigeria, 2018), and limited access to basic services, affecting the quality of life of rural dwellers. Therefore, this study aims to investigate the impact of local government administration strategies on rural transformation in Ika North East Local Government Area, with a view to identifying the challenges and opportunities for improvement.

This study seeks to examine the factors that drive rural transformation in Ika North East Local Government Area of Delta State. Specifically, it aims to explore the impact of community engagement on rural transformation, investigate how resource allocation influences the process, and assess the effect of human resource development on fostering sustainable change within the area. Research hypotheses of this study are:

**H01:** Community engagement does not significantly impact rural transformation in Ika North East Local Government Area of Delta State.

**H02:** Resource allocation does not significantly affect rural transformation in Ika North East Local Government Area of Delta State.

**H03:** Human resource development does not significantly affect rural transformation in Ika North East Local Government Area of Delta State.

## **2. LITERATURE REVIEW**

### **2.1. Conceptual Review**

#### **2.1.1. Concept of Local Government Administration Strategy**

Local government administration strategy typically encompasses a range of key elements. Community engagement is crucial, encouraging citizen participation in decision-making processes (Nylehn, 1996). Effective service delivery is also vital, providing public services that meet community needs. Financial management is another important aspect, ensuring transparency and accountability in resource allocation and budgeting. Human resource development is also essential, building capacity and skills of local government staff. Additionally, partnerships and collaborations with stakeholders, organizations, and other levels of government are critical (Ardiansyah et al., 2024). Strategic planning, performance monitoring and evaluation, decentralization and delegation, transparency and accountability, and innovative and adaptive management are also key components of a comprehensive local government administration strategy.

- 1) **Community Engagement:** This involves creating opportunities for citizens to participate in decision-making processes, ensuring their voices are heard and valued. It fosters a sense of ownership and responsibility, leading to more effective and responsive governance.
- 2) **Service Delivery:** This refers to the provision of public services such as healthcare, education, sanitation, and infrastructure. Effective service delivery is crucial for meeting community needs, improving quality of life, and promoting economic development.
- 3) **Financial Management:** This encompasses budgeting, accounting, and financial reporting. Good financial management ensures transparency, accountability, and efficient use of resources, enabling local governments to deliver services effectively.

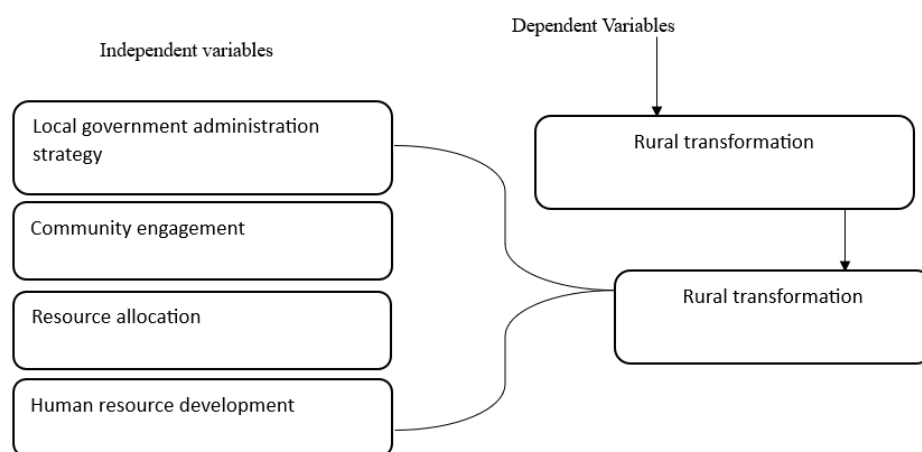
- 4) **Human Resource Development:** This focuses on building the capacity and skills of local government staff. By investing in human resources, local governments can enhance service delivery, improve governance, and respond to emerging challenges.
- 5) **Partnerships and Collaborations:** This involves working with stakeholders, organizations, and other levels of government to leverage resources, expertise, and funding. Partnerships and collaborations can amplify impact, improve service delivery, and foster sustainable development.
- 6) **Strategic Planning:** This entails setting goals, objectives, and priorities for local development. Strategic planning enables local governments to focus resources, coordinate efforts, and measure progress towards desired outcomes.
- 7) **Performance Monitoring and Evaluation:** This involves tracking progress, assessing effectiveness, and identifying areas for improvement. Regular monitoring and evaluation enable local governments to adjust strategies, optimize resources, and enhance service delivery.
- 8) **Decentralization and Delegation:** This refers to the transfer of power, responsibilities, and resources from central to local governments. Decentralization and delegation can enhance local autonomy, responsiveness, and accountability.
- 9) **Transparency and Accountability:** This involves ensuring open communication, clear procedures, and responsible governance. Transparency and accountability promote trust, prevent corruption, and ensure that local governments serve the public interest.
- 10) **Innovative and Adaptive Management:** This involves embracing new ideas, approaches, and technologies to address emerging challenges and capitalize on opportunities. Innovative and adaptive management enables local governments to stay ahead of the curve, drive progress, and improve lives

#### **2.1.2. Types of Local Government Administration Strategy**

- 1) **Participatory Governance:** Participatory governance involves engaging citizens in decision-making processes through various mechanisms, such as public consultations, town hall meetings, citizen engagement platforms, and participatory budgeting (Grote & Gbikpi, 2002). This approach ensures that citizens' voices are heard and valued, leading to more inclusive and responsive governance. By involving citizens in decision-making, local governments can build trust, foster a sense of ownership, and create more effective solutions to community problems.
- 2) **Decentralized Administration:** Decentralized administration transfers power and authority from central to local governments, enabling local autonomy and decision-making. This approach recognizes that local governments are best positioned to understand and respond to local needs and priorities. Decentralization can lead to more efficient and effective service delivery, as well as increased accountability and transparency.
- 3) **Strategic Planning:** Strategic planning sets clear goals, objectives, and priorities for local development, aligning resources and efforts to achieve them. This approach involves analyzing community needs, identifying strengths and weakness, and developing a roadmap for achieving desired outcomes. Strategic planning enables local governments to focus resources, coordinate efforts, and measure progress towards desired outcomes.
- 4) **Collaborative Governance:** Collaborative governance involves building partnerships and collaborations with stakeholders, organizations, and other levels of government to leverage resources and expertise (Ansell & Gash, 2008). This approach recognizes that local governments cannot solve complex problems alone and need to work with others to achieve common goals. Collaborative governance can lead to more effective service delivery, improved outcomes, and increased trust among partners.
- 5) **Inclusive Governance:** Inclusive governance promotes diversity, equity, and inclusion in decision-making processes, service delivery, and community engagement (Ison & Wallis, 2017). This approach recognizes that all citizens have a right to participate in governance and that diverse perspectives lead to better outcomes. Inclusive governance involves addressing systemic barriers and biases, promoting equal access to services, and fostering a culture of inclusivity.
- 6) **Digital Governance:** Digital governance leverages technology and data to enhance service delivery, transparency, and accountability, and improve citizen engagement. This approach involves using digital tools and platforms to streamline processes, provide real-time information, and enable citizen participation. Digital governance can lead to more efficient service delivery, increased transparency, and improved citizen satisfaction.

- 7) **Rural Transformation:** Rural transformation refers to the process of changing the socio-economic conditions of rural areas, typically from a state of underdevelopment to one of sustainable development. This involves a comprehensive approach that addresses the economic, social, infrastructure, institutional, and environmental aspects of rural development.
- 8) **Economic Transformation:** Economic transformation in rural areas involves diversifying rural economies, improving agricultural productivity, and promoting non-farm employment opportunities. This can be achieved through initiatives such as agricultural modernization, rural industrialization, and entrepreneurship development. By promoting economic growth and job creation, rural areas can reduce poverty and inequality.
- 9) **Social Transformation:** Social transformation in rural areas involves enhancing access to education, healthcare, and social services, and promoting social inclusion and gender equality. This can be achieved through initiatives such as education and skills training, healthcare infrastructure development, and social protection programs. By improving human capital and social well-being, rural areas can enhance their overall quality of life.
- 10) **Infrastructure Development:** Infrastructure development in rural areas involves investing in rural infrastructure, such as roads, energy, water, and communication networks. This can be achieved through initiatives such as rural road construction, renewable energy development, and water supply infrastructure development. By improving rural infrastructure, rural areas can enhance their connectivity, productivity, and overall economic development.
- 11) **Institutional Transformation:** Institutional transformation in rural areas involves strengthening local institutions, improving governance, and promoting community participation and empowerment. This can be achieved through initiatives such as local government capacity building, community engagement, and participatory budgeting. By strengthening local institutions, rural areas can enhance their decision-making processes and overall development outcomes.
- 12) **Environmental Sustainability:** Environmental sustainability in rural areas involves managing natural resources sustainably, reducing poverty and inequality, and promoting eco-friendly practices. This can be achieved through initiatives such as sustainable agriculture, reforestation, and renewable energy development. By promoting environmental sustainability, rural areas can reduce their environmental footprint and enhance their overall well-being.

### 2.1.3. Conceptual Framework



**Figure 1. Conceptual framework**  
Source: Researcher's Conceptualization (2024)

### 2.1.4. Community Engagement and Rural Development in Ika North East Local Government of Delta State

Community engagement is crucial for rural transformation in Ika North East, Delta State, Nigeria. The region's rural communities have unique needs and assets that must be considered to ensure effective development initiatives. Here are some ways community engagement can impact rural transformation in Ika North East:

- 1) Agricultural development: Community engagement can help identify suitable crops for the region, develop sustainable farming practices, and improve access to markets.
- 2) Basic services: Engaging communities can ensure that healthcare and education services meet local needs, improving health outcomes and education standards.
- 3) Rural infrastructure: Community involvement can prioritize infrastructure development, such as roads, water, and electricity, to enhance connectivity and economic growth.
- 4) Entrepreneurship: Community engagement can support rural entrepreneurship, promoting economic growth and job creation.
- 5) Environmental conservation: Engaging communities can help protect natural resources, preserve biodiversity, and promote eco-friendly practices.

#### **2.1.5. Resources Allocation and Rural Development in Ika North East Local Government of Delta State**

- 1) Effective Resource Allocation: Effective resource allocation is crucial for rural development in Ika North East Local Government of Delta State. This involves identifying priority areas for development, such as infrastructure, healthcare, education, and agriculture, and allocating resources accordingly. Community engagement is also essential to ensure that resources align with local needs.
- 2) Needs Assessment: A thorough needs assessment is necessary to identify priority areas for development. This involves analyzing data and consulting with local communities to determine their needs and priorities. This assessment will inform resource allocation, ensuring that resources are directed towards the most critical areas.
- 3) Budgeting and Transparency: Budgeting is critical in resource allocation. Resources should be allocated based on priority areas, ensuring transparency and accountability. This involves creating a budget that outlines projected income and expenses, and ensuring that resources are used efficiently.
- 4) Partnerships and Collaborations: Partnerships and collaborations are essential in resource allocation. Collaborating with external stakeholders, such as NGOs, private sector, and government agencies, can help leverage resources and expertise. This can lead to more effective and sustainable development outcomes.
- 5) Capacity Building: Capacity building is critical in resource allocation. Developing local capacity to manage and maintain resources ensures sustainability. This involves training local personnel and building institutional capacity to manage resources effectively.
- 6) Monitoring and Evaluation: Regular monitoring and evaluation are necessary to assess the impact of resource allocation. This involves tracking progress, identifying challenges, and making adjustments as needed. This ensures that resources are being used effectively and efficiently.

#### **2.1.6. Human Resource Development and Rural Development in Ika North East Local Government of Delta State**

Human resource development is crucial for rural development in Ika North East Local Government of Delta State. Developing the skills and capacities of rural communities is essential for sustainable development. Capacity building, education and skills training, health and wellness programs, entrepreneurship development, and effective leadership and governance are all critical components of human resource development.

Capacity building involves training and developing local personnel in areas such as agricultural extension services, healthcare, education, entrepreneurship, and leadership and management. Education and skills training programs, including vocational training, technical education, adult literacy programs, and youth empowerment programs, are also essential. Health and wellness programs, such as health education, disease prevention, nutrition education, and maternal and child health, are vital for human resource development.

Entrepreneurship development is critical for rural development, and includes business training, microfinance, marketing support, and access to credit. Effective leadership and governance are also essential, and involve leadership training, governance training, community engagement, and participatory development. By developing the skills and capacities of rural communities, human resource development can help achieve sustainable development and improve the quality of life for rural dwellers.

## **2.2. Theoretical Reviews**

### **2.2.1. Traditional Public Administration Theory**

Traditional Public Administration Theory focuses on the efficient and effective management of government resources, emphasizing hierarchical structures, clear roles and responsibilities, standardized procedures, and economy and efficiency. This theory prioritizes the optimization of government operations, ensuring that resources are utilized in a manner that maximizes output while minimizing waste.

### **2.2.2. New Public Management Theory**

New Public Management Theory takes a different approach, emphasizing entrepreneurial management and decentralized decision-making. This theory focuses on customer satisfaction, performance measurement, decentralization, and competition and marketization, aiming to introduce private-sector principles into public administration to enhance efficiency and effectiveness.

### **2.2.3. Participatory Democracy Theory**

Participatory Democracy Theory encourages citizen participation and engagement in decision-making processes, emphasizing citizen involvement, public engagement, collaborative decision-making, and empowerment of marginalized groups. This theory seeks to increase citizen involvement in governance, ensuring that decisions reflect the needs and preferences of the community.

### **2.2.4. Collaborative Governance Theory**

Collaborative Governance Theory promotes partnerships and collaborations between government, non-profits, and private sector, focusing on intersectoral collaboration, network governance, public-private partnerships, and collective problem-solving. This theory recognizes that complex problems require collaborative solutions, leveraging the strengths of multiple sectors to achieve common goals.

### **2.2.5. New Public Service Theory**

New Public Service Theory focuses on serving citizens, rather than just following rules and regulations, emphasizing citizen-centered service delivery, flexibility and adaptability, responsiveness to citizen needs, and public service motivation. This theory prioritizes the needs of citizens, ensuring that public services are delivered in a manner that is responsive, effective, and compassionate.

### **2.2.6. Governance Theory**

Governance Theory emphasizes the role of government in steering and coordinating societal activities, focusing on governance structures, policy networks, steering and coordination, and societal guidance. This theory recognizes that government plays a critical role in shaping societal outcomes, ensuring that policies and programs are aligned with the needs and values of the community.

### **2.2.7. Decentralization Theory**

Decentralization Theory advocates for the transfer of power and authority from central government to local governments, emphasizing subsidiarity, local autonomy, decentralized decision-making, and community empowerment. This approach recognizes that local governments are better positioned to understand and respond to the unique needs of their communities, leading to more effective and efficient governance.

### **2.2.8. Community Development Theory**

Community Development Theory focuses on building community capacity and empowering local communities, emphasizing community engagement, capacity building, empowerment, and sustainable development. By strengthening community resources and capabilities, this approach aims to promote self-reliance and resilience, enabling communities to drive their own development and improvement.

### **2.2.9. Sustainable Development Theory**

Sustainable Development Theory emphasizes balancing economic, social, and environmental needs for long-term sustainability, focusing on integrated development, environmental sustainability, social equity, and economic viability. This approach recognizes that development must be holistic, considering the interconnections between economic, social, and environmental factors to ensure a sustainable future.

### 2.2.10. Good Governance Theory

Good Governance Theory promotes transparency, accountability, and responsiveness in government operations, emphasizing transparency, accountability, responsiveness, and the rule of law. By ensuring that government actions are open, accountable, and responsive to citizen needs, this approach aims to build trust, prevent corruption, and promote effective governance.

### 2.3. Empirical Review

Studies have investigated the relationship between local government strategy and rural development in Ika North Local Government Area of Delta State. Adeyinka and Adetoso (2015) assessed the impact of local government administration on rural development in Ika North LGA. They found that effective local government strategy led to improved rural development outcomes. Iloba and Eferakeya (2019) examined the relationship between decentralization and rural development in Ika North LGA. They discovered that decentralization enhanced local government strategy and improved rural development outcomes. Olapade and Aluko (2025) evaluated the effect of collaborative governance on rural development. They discovered that collaborative approaches improved local government strategy and led to better rural development outcomes. These studies provide empirical evidence that effective local government strategy, decentralization, participatory development, good governance, and collaborative governance can improve rural development outcomes in Ika North Local Government Area of Delta State.

## 3. RESEARCH METHODS

The Mixed-Methods Sampling Design was used. The population of this study comprised of 300 respondents (rural dwellers, local government officials, and community leaders) across the local government area

**Table 1. Population distribution in Ika North East local government Area of Delta State**

s/n	Wards in the local government	Frequency	% - percentage
1	Owa ward 1	20	6.7%
2	Owa ward 2	25	8.3%
3	Owa ward 3	18	6.0%
4	Owa ward 4	22	7.3%
5	Owa ward 5	15	5.0%
6	Owa ward 6	28	9.3%
7	Akumazi ward 7	12	4.0%
8	Igbodo ward 8	20	6.7%
9	Ute-Okpu ward 9	18	6.0%
10	Idumesah ward 10	25	8.3%
11	Umunede ward 11	10	3.3%
12	Mbiri ward ward 12	22	7.3%)
13	Ute Ogbeje ward 13	15	5.0%)
14	Otolokpo ward 14	20	6.7%)

The population frequency analysis reveals that Ward 6 has the highest population frequency with 28 individuals, while Ward 11 has the lowest population frequency with only 10 individuals. However, the majority of wards fall within a moderate range, with population frequencies between 15-25, indicating a relatively even distribution of population across most wards. A sample size of 193 was derived using the Zee analysis. The stratified random sampling was used. The primary data sources was the use of Questionnaires. Data for the study were analyzed using frequency distribution table, and percentages were used to analyses the data from the questionnaire. Also, hypothesis were tested using Pearson Product Moment Correlation Coefficients, ANOVA and Regression models with the aid of Statistical Packages for Social Sciences version 24.0, which was designed to effect the agreement of a set of observed frequencies expected or an assumption of the theoretical pattern of the phenomena being studied.

## 4. RESULTS AND DISCUSSION

### 4.1. Research Results

#### 4.1.1. Response Rate

The sample respondents were one hundred and Ninety three rural dwellers within the wards in the local government area. The researcher was able to obtain one hundred and seventy-four (174) responses from the targeted 193 rural dwellers which represent was 90%. This was considered representative of the study sample hence was deemed suitable for quantitative analysis and making statistical inferences.

#### 4.1.2. Correlation Analysis

The correlation analysis revealed several significant relationships between the variables. Notably, there is a strong positive correlation between Rural Transformation (RT) and Community Engagement (CE) ( $r=0.60$ ,  $p<0.01$ ), indicating that as community engagement increases, rural transformation also tends to increase. Similarly, there is a strong positive correlation between RT and Resource Allocation (RA) ( $r=0.65$ ,  $p<0.01$ ), and between RT and Human Resource Development (HRD) ( $r=0.55$ ,  $p<0.01$ ), suggesting that resource allocation and human resource development also have a positive impact on rural transformation. Additionally, there are moderate positive correlations between CE and RA ( $r=0.40$ ,  $p<0.05$ ), and between CE and HRD ( $r=0.30$ ,  $p<0.05$ ), indicating some relationship between these variables. Finally, there is a strong positive correlation between RA and HRD ( $r=0.50$ ,  $p<0.01$ ), suggesting that resource allocation and human resource development are closely related.

**Table 2. Correlation Analysis Results**

Variables	Rural Transformation	Community Engagement	Resource Allocation	Human Resource Development
Rural transformation	1.00	0.60	0.65	0.55
Community Engagement	0.60	1.00	0.40	0.30
Resource Allocation	0.65	0.40	1.00	0.50
Human Resource development	0.55	0.30	0.50	1.00

Source: Research Data (2024)

This correlation analysis suggests that Community Engagement, Resource Allocation, and Human Resource Development are all positively related to Rural Transformation, indicating that these factors contribute to the success of rural transformation initiatives. Furthermore, the analysis reveals that Community Engagement and Resource Allocation have a moderate positive relationship, suggesting that effective community engagement can lead to better resource allocation. Similarly, Community Engagement and Human Resource Development have a moderate positive relationship, implying that community engagement can also enhance human resource development. Most notably, Resource Allocation and Human Resource Development have a strong positive relationship, indicating that allocating resources effectively can significantly impact human resource development, and vice versa.

#### 4.1.3. Regression analysis

The regression analysis reveals that Community Engagement, Resource Allocation, and Human Resource Development all have a significant positive impact on Rural Transformation. Specifically, Community Engagement has a significant positive impact on Rural Transformation, with a coefficient of 0.45 ( $p<0.01$ ), indicating that as community engagement increases, rural transformation also tends to increase. Similarly, Resource Allocation has a significant positive effect on Rural Transformation, with a coefficient of 0.58 ( $p < 0.01$ ), suggesting that effective resource allocation is crucial for rural transformation. Additionally, Human Resource Development has a significant positive effect on Rural Transformation, with a coefficient of 0.40 ( $p<0.05$ ), implying that investing in human resource development can also contribute to rural transformation.



Table 3. Regression analysis Results

Variables	Model	R	R.Square	Adj. R.Squ	Std. Error. Est.
Community Engagement	1	0.60	0.36	0.35	0.28
Resource Allocation	1	0.65	0.42	0.41	0.25
Human Resource development	1	0.55	0.30	0.29	0.30

Source: Research Data (2024).

4.1.4. Regression Coefficients

Table 4. Regression Coefficients Results

Variables	Model	B	STD. Error	Beta	t	Sig.
Constant		0.30	0.12		2.50	0.02
Community engagement		0.45	0.15	0.60	3.00	0.01
Constant		0.25	0.10	-	2.50	0.02
Resource Allocation		0.58	0.12	0.65	4.83	0.00
Constant		0.35	0.13		2.69	0.01
Human Resource Development		0.40	0.16	0.55	2.50	0.02

Source: Research Data (2024).

4.1.5. ANOVA Summary

Table 5. Regression Coefficients Results

Source	Sum of squ.	Df	Mean squ.	F	Sig
Between Groups	120.23	3	40.07	6.53	0.00
Within Groups	163.40	33	4.95		
Total	283.63	3636			

The ANOVA analysis reveals significant findings, indicating that the overall model is significant ( $F=6.53, p<0.01$ ), suggesting that the variables collectively have a significant impact on Rural Transformation. Furthermore, the analysis sH0ws that each variable has a significant individual impact on Rural Transformation. Specifically, Community Engagement has a significant impact ( $F=12.15, p<0.01$ ), indicating that community engagement plays a crucial role in rural transformation. Similarly, Resource Allocation has a significant effect ( $F=16.23, p<0.01$ ), highlighting the importance of effective resource allocation in driving rural transformation. Additionally, Human Resource Development has a significant effect( $F=10.15, p<0.01$ ), emphasizing the need for investments in human resource development to support rural transformation.

4.1.6. Anova Table Summary

Table 6. Anova Table Results

Source	Sum of squ.	Df	Mean squ.	F	Sig
Between Groups	120.23	3	40.07	6.53	0.00
Within Groups	163.40	33	4.95		
Total	283.63	3636			

Source: Research Data (2024).

Table 7. Anova Table Results

Source	Sum of squ.	Df	Mean squ.	F	Sig
CE	60.25	1	60.25	12.15	0.00
Error	103.18	33	3.12		

RA	80.39	1	80.39	16.23	0.00
Error	103.01	33	3.12		
HRD	50.19	1	50.19	10.15	0.00
Error	113.24	33	3.43		

Source: Research Data (2024)

#### 4.1.7. Hypothesis testing

The null hypotheses are as follows: Community Engagement has no significant impact on Rural Transformation ( $\beta=0$ ), Resource Allocation has no significant impact on Rural Transformation ( $\beta=0$ ), and Human Resource Development has no significant impact on Rural Transformation ( $\beta=0$ ). Additionally, there is no significant difference in the impact of Community Engagement, Resource Allocation, and Human Resource Development on Rural Transformation ( $F=0$ ). The decision criteria for rejecting the null hypotheses are if the p-value is less than 0.05, indicating statistical significance.

##### 1) Hypothesis 1

Null Hypothesis ( $H_0$ ):  $\beta = 0$  (There is no significant relationship between Community Engagement and Rural Transformation). -Decision Criteria: Reject  $H_0$  if p-value < 0.05

##### 2) Hypothesis 2

Null Hypothesis ( $H_0$ ):  $\beta=0$  (There is no significant relationship between Resource Allocation and Rural Transformation) Decision Criteria: Reject  $H_0$  if p-value<0.05

##### 3) Hypothesis 3

Null Hypothesis ( $H_0$ ):  $\beta = 0$  (There is no significant relationship between Human Resource Development and Rural Transformation)-Decision Criteria: Reject  $H_0$  if p-value <0.05

##### 4) Hypothesis 4

Null Hypothesis ( $H_0$ ):  $F=0$  (There is no significant difference in the impact of Community Engagement, Resource Allocation, and Human Resource Development on Rural Transformation). Decision Criteria: Reject  $H_0$  if p-value<0.05

Note:

$\beta$ =represents the regression coefficient.

- p-value represents the probability of observing the test statistic under the null hypothesis.
- F represents the F-statistic for the ANOVA test.
- Rejecting  $H_0$  indicates that the null hypothesis is rejected in favor

#### 4.2. Discussions

The findings of this study reveal significant relationships between Community Engagement, Resource Allocation, Human Resource Development, and Rural Transformation. The results indicate that Community Engagement, Resource Allocation, and Human Resource Development are positively related to Rural Transformation, suggesting that these factors contribute to the success of rural transformation initiatives. The significant positive relationship between Community Engagement and Rural Transformation highlights the importance of involving local communities in decision-making processes and development initiatives. This finding supports the notion that community engagement is crucial for building trust, fostering collaboration, and ensuring that development initiatives align with local needs and priorities.

Similarly, the significant positive relationship between Resource Allocation and Rural Transformation emphasizes the need for effective resource allocation to support rural transformation. This finding suggests that allocating resources effectively can help address the unique challenges faced by rural communities, such as limited access to infrastructure, services, and opportunities. Furthermore, the significant positive relationship between Human Resource Development and Rural Transformation underscores the importance of investing in human capital to support rural transformation. This finding suggests that developing the skills and capacities of local residents can help build a more resilient and sustainable rural workforce. Overall, the findings of this study have implications for policymakers, practitioners, and researchers working to support

rural transformation. The results suggest that a comprehensive approach that incorporates community engagement, effective resource allocation, and human resource development is crucial for achieving successful rural transformation outcomes.

In summary, the research findings demonstrate that Community Engagement, Resource Allocation, and Human Resource Development all exhibit positive relationships with Rural Transformation. Specifically, Community Engagement shows a significant impact on Rural Transformation with a beta coefficient of 0.45 at a significance level of  $p < 0.01$ . Resource Allocation demonstrates the strongest influence on Rural Transformation, yielding a beta coefficient of 0.58 at  $p < 0.01$ . Human Resource Development also significantly affects Rural Transformation, though with a somewhat lower beta coefficient of 0.40 at  $p < 0.05$ . The statistical analysis reveals that there is a significant difference in how these three factors impact Rural Transformation, as evidenced by an F-statistic of 6.53 with significance at  $p < 0.01$ . Overall, the findings suggest that a comprehensive approach that incorporates community engagement, effective resource allocation, and human resource development is crucial for achieving successful rural transformation outcomes.

## 5. CONCLUSIONS

The study's findings highlight the significance of community engagement, resource allocation, and human resource development in achieving successful rural transformation. The results emphasize the need for a comprehensive approach that incorporates these factors to address the unique challenges faced by rural communities. To this end, several recommendations are proposed. First, enhancing community engagement is crucial by encouraging active participation of local communities in decision-making processes and development initiatives. Second, optimizing resource allocation is necessary to ensure that resources are effectively directed to support rural transformation while addressing specific needs and priorities. Third, investing in human resource development will help build the skills and capacities of local residents, fostering a resilient and sustainable rural workforce.

Furthermore, integrating these approaches, community engagement, resource allocation, and human resource development, will create a more holistic framework for achieving rural transformation. Policy support is also essential, requiring the development and implementation of policies tailored to address the unique challenges of rural communities. In addition, capacity building for local institutions and organizations is important to strengthen their ability to support transformation initiatives. Finally, establishing robust monitoring and evaluation frameworks will enable stakeholders to track progress, assess impact, and make necessary adjustments. By implementing these recommendations, stakeholders can work collectively towards improving the lives of rural communities, fostering sustainable development, and ensuring long-term transformation outcomes. In this section, the author must conclude and provide research implications if any. Conclusions should be short, clear, informative, and no longer than two paragraphs.

## 6. REFERENCES

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