

# Determinants of Regulatory Implementation Effectiveness in Village Governance: The Role of Subdistrict Heads, Regulatory Socialization, and Village Head Responsiveness

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**ABSTRACT:** This study aims to analyze the effect of subdistrict head roles, regulatory socialization, and village head responsiveness on the effectiveness of regulatory implementation in Bondowoso Regency. The research employed a quantitative approach with an explanatory research design. The population consisted of all village heads in seven subdistricts of Bondowoso Regency, totaling 58 respondents. A saturated sampling technique was applied, resulting in the entire population being used as the sample. Data were analyzed using multiple linear regression with SPSS. The findings indicate that subdistrict head roles, regulatory socialization, and village head responsiveness each have a positive and significant effect on regulatory implementation effectiveness. Regulatory socialization was identified as the most dominant factor affecting implementation effectiveness. Practically, this study suggests that local governments should prioritize strengthening regulatory dissemination mechanisms, optimizing supervisory functions of subdistrict heads, and enhancing village heads' responsiveness in policy implementation. Theoretically, this study reinforces Policy Implementation Theory by confirming the importance of bureaucratic coordination, policy communication, and implementor disposition in determining regulatory effectiveness. The novelty of this study lies in simultaneously examining these three key determinants within an integrated model in the context of village governance.

**KEYWORDS:** Policy Implementation Theory Subdistrict Head Role, Regulatory Socialization, Regulatory Implementation Effectiveness, Village Head Responsiveness.

## INTRODUCTION

The effectiveness of regulatory implementation is a strategic issue in modern governance because it determines the success of translating public policy into administrative practice at the implementation level. Globally, numerous studies indicate that failure in regulatory implementation at the local government level remains a major challenge in bureaucratic reform, particularly in developing countries with multilayered bureaucratic structures and complex vertical coordination systems (Grindle, 1980). The Organisation for Economic Co-operation and Development affirms that the effectiveness of local regulations is a key prerequisite for good governance and high-quality public service delivery (OECD, 2023). In the Indonesian context, similar challenges occur within village governments as the frontline of policy implementation. In Bondowoso Regency, disparities in regulatory compliance and implementation across villages remain evident, with administrative compliance rates ranging from only 58% to 88% based on the 2025 Regional Inspectorate Audit Report of Bondowoso Regency. This disparity indicates uneven effectiveness of regulatory implementation among villages. Such conditions underscore the urgency of this study, as ineffective regulatory implementation may reduce the quality of village governance, hinder regional development, and increase the risk of maladministration.

Theoretically, the relationship among the role of subdistrict heads, regulatory dissemination, village heads' responses, and the effectiveness of regulatory implementation can be explained through public policy implementation theory. The policy implementation model (Pressman & Wildavsky, 1973) emphasizes that implementation success is largely determined by the quality of coordination among bureaucratic actors. In this context, the subdistrict head, as the territorial coordinator, holds a strategic role in guiding, supervising, and facilitating village policy implementation. Furthermore, (Grindle, 1980) argues that policy communication through regulatory dissemination is a key determinant of implementation success because it reduces policy ambiguity and enhances implementers' understanding. Meanwhile, (Van Meter & Van Horn, 1975) state that implementers'



disposition or response directly influences implementation effectiveness, making village heads' responses as technical implementers of village regulations a crucial factor in policy success. Thus, the effectiveness of regulatory implementation is shaped by the synergy among supervisory actors' capacity, policy communication quality, and frontline implementers' attitudes.

Bondowoso Regency was selected as the research object due to its characteristics as a region with heterogeneous village government structures and observable variation in regulatory implementation across villages. The regency consists of areas with diverse geographical, social, and administrative characteristics, making it an empirically representative context for testing regulatory implementation models in local government. In addition, the seven subdistricts selected for this study were chosen because they exhibit varying levels of compliance and effectiveness in regulatory implementation based on the 2025 evaluation by the Regional Inspectorate of Bondowoso Regency. This variation positions Bondowoso as a relevant empirical laboratory for comprehensively analyzing the determinants of regulatory implementation effectiveness.

Although numerous studies have examined policy implementation at the local government level, several significant research gaps remain. First, prior studies generally analyze the role of subdistrict heads only partially, without integrating it with regulatory communication and village implementers' response variables (Naufal & Rahman, 2025; Sembe et al., 2023). Second, studies on regulatory dissemination primarily focus on the effectiveness of dissemination methods without directly linking them to regulatory implementation outcomes at the village level (Lahamit, 2021). Third, research on village heads' responses has generally been examined in the context of public service or community aspirations rather than as a determinant of regulatory implementation effectiveness (Asmiatiningsih et al., 2020). Fourth, few studies have simultaneously examined these three variables within a single integrated causal model in the context of village government regulatory implementation. Therefore, conceptual and empirical gaps remain in the literature regarding a comprehensive model of determinants of regulatory implementation effectiveness at the village level.

Based on these gaps, this study develops an empirical model integrating the role of subdistrict heads, regulatory dissemination, and village heads' responses in explaining the effectiveness of regulatory implementation in Bondowoso Regency. Empirically, this study contributes new evidence regarding the determinants of regulatory effectiveness in the context of village governance in Indonesia. Practically, the findings are expected to serve as a basis for the Bondowoso Regency Government in formulating strategies to improve regulatory implementation effectiveness through optimizing subdistrict head supervision, enhancing regulatory dissemination mechanisms, and strengthening the responsive capacity of village heads. Theoretically, this study extends public policy implementation theory by integrating supervisory actor variables, policy communication, and implementer disposition into a single analytical framework. The novelty of this study lies in the simultaneous examination of three key regulatory implementation variables within a comprehensive model in the regency-subdistrict-village hierarchical governance context, which has rarely been explored in prior research. This study aims to: (1) analyze the effect of the role of subdistrict heads on regulatory implementation effectiveness; (2) analyze the effect of regulatory dissemination on regulatory implementation effectiveness; (3) analyze the effect of village heads' responses on regulatory implementation effectiveness; and (4) analyze the simultaneous effect of the role of subdistrict heads, regulatory dissemination, and village heads' responses on regulatory implementation effectiveness in Bondowoso Regency. The findings are expected to provide academic contributions to the development of public administration literature and practical benefits for strengthening local governance.

## LITERATURE REVIEW

This study employs Policy Implementation Theory as the primary grand theory because the research focuses on the effectiveness of regulatory implementation at the village government level. Policy implementation refers to the process of translating formal governmental decisions into operational actions by implementing officials to achieve established policy objectives. According to (Van Meter & Van Horn, 1975), the success of policy implementation is influenced by six main factors: policy standards and objectives, resources, inter-organizational communication, characteristics of implementing agencies, socio-economic-political conditions, and implementor disposition. In the context of this study, the theory is relevant because the effectiveness of regulatory implementation in villages is strongly influenced by implementing actors and bureaucratic coordination mechanisms.

Furthermore, (Grindle, 1980) explains that successful policy implementation is determined by the content of policy and the context of implementation, including the quality of policy communication, bureaucratic capacity, and implementer characteristics.



This perspective reinforces that regulatory effectiveness is determined not only by the quality of the regulation itself, but also by how the regulation is communicated, supervised, and responded to by field implementers. Therefore, Policy Implementation Theory provides an appropriate foundation for explaining the relationship among the role of subdistrict heads, regulatory dissemination, village heads' responses, and the effectiveness of regulatory implementation.

## Role of the Subdistrict Head

The role of the subdistrict head refers to the strategic function carried out by the subdistrict head as a regional government official responsible for leading governance at the subdistrict level and serving as the administrative link between the regency government and village governments. Based on Law Number 23 of 2014 concerning Regional Government, subdistrict heads have the authority to guide and supervise village governance administration. According to (Saputri, 2025), the role of government in public bureaucracy includes coordination, control, facilitation, and guidance functions to ensure the effective achievement of public organizational goals.

From a policy implementation perspective, the role of the subdistrict head represents an intergovernmental coordination mechanism, namely an intermediary actor who ensures that regional government policies are translated consistently at the village level (Hill & Hupe, 2021). The more effectively subdistrict heads perform their coordination, guidance, and supervisory functions, the higher the effectiveness of regulatory implementation at the village level.

## Regulatory Dissemination

Regulatory dissemination refers to the policy communication process carried out by the government to convey the content, objectives, procedures, and consequences of a regulation to implementing actors and affected parties in order to create uniform understanding in policy implementation. According to (Grindle, 1980), policy communication is a key prerequisite for implementation because policies that are not understood by implementers will lead to implementation distortions.

Conceptually, regulatory dissemination is part of policy communication, namely the process of transferring policy information from policymakers to implementers (Howlett et al., 2020). In this study, regulatory dissemination serves as an important instrument to ensure that village heads understand the substance of regulations, implementation procedures, and operational standards for execution. The better the quality of regulatory dissemination, the lower the potential for multiple interpretations and implementation errors.

## Village Head Response

Village head response refers to the attitudes, acceptance, commitment, and actions of village heads in responding to and implementing regulations established by regional or central government. (Van Meter & Van Horn, 1975) theory, village head response falls under the dimension of disposition of implementors, which refers to the attitudes and tendencies of policy implementers toward the policies being implemented. Positive implementor disposition increases commitment and seriousness in implementation, whereas negative disposition generates resistance.

Additionally, (Rogers, 1995) through the Diffusion of Innovation Theory, explains that responses to a new policy are influenced by implementers' perceptions of its benefits, complexity, compatibility, and ease of implementation. In the context of this study, village heads as the primary implementers of regulations at the village level hold a central role in determining whether regulations will be implemented optimally.

## Effectiveness of Regulatory Implementation

The effectiveness of regulatory implementation refers to the degree of success in implementing a regulation in achieving the objectives, targets, and outcomes established by policymakers. According to (Steers, 1977), organizational effectiveness refers to the degree to which organizational goals are achieved through the appropriate use of resources. In the context of public administration, the effectiveness of regulatory implementation indicates the extent to which regulations are applied in accordance with standards, on time, consistently, and with the expected outcomes.

In public policy implementation, regulatory effectiveness can be measured through the level of implementer compliance, consistency of implementation, achievement of policy targets, and minimal implementation deviations (Hill & Hupe, 2021). Therefore, the effectiveness of regulatory implementation in this study represents the success of local government in ensuring that regulations are properly implemented by village governments in accordance with established provisions.



## **The Effect of the Role of the Subdistrict Head on the Effectiveness of Regulatory Implementation**

In Policy Implementation Theory, the success of regulatory implementation is strongly influenced by the effectiveness of inter-organizational coordination and the capacity of implementing agents to carry out supervisory, guidance, and facilitative functions (Van Meter & Van Horn, 1975). As a regional government official with a coordinative role between the regency government and village governments, the subdistrict head holds a strategic position in ensuring that regulations are translated and implemented consistently by village governments. The role of the subdistrict head in the form of administrative guidance, compliance supervision, facilitation of implementation problem-solving, and inter-village coordination can enhance alignment in regulatory implementation and minimize policy deviations at the village level. Previous studies indicate that optimizing the role of subdistrict heads contributes to improving the effectiveness of village governance administration and the success of local policy implementation (Laira, 2016; Naufal & Rahman, 2025). Therefore, the more optimal the role of the subdistrict head in carrying out coordination, guidance, and supervisory functions, the higher the effectiveness of regulatory implementation in Bondowoso Regency. Based on this argument, the following hypothesis is proposed:

H1: The Role of the Subdistrict Head has a positive and significant effect on the Effectiveness of Regulatory Implementation in Bondowoso Regency.

## **The Effect of Regulatory Dissemination on the Effectiveness of Regulatory Implementation**

Policy Implementation Theory emphasizes that policy communication is a fundamental factor in implementation success because it determines implementers' understanding of policy content, objectives, and procedures (Grindle, 1980; Van Meter & Van Horn, 1975). Regulatory dissemination is a form of policy communication intended to transfer regulatory information from local government to implementers at the village level in order to create shared perceptions and understanding of policy substance. Effective dissemination reduces regulatory ambiguity, minimizes interpretation errors, and clarifies implementation standards for village heads and village officials. Conversely, inadequate dissemination may lead to implementation discrepancies because implementers do not fully understand the regulations they are required to execute. Previous studies show that the quality of policy communication and dissemination has a positive relationship with the successful implementation of local government regulations (Lahamit, 2021). Therefore, the more effective the regulatory dissemination conducted by local government, the higher the effectiveness of regulatory implementation at the village level. Based on this argument, the following hypothesis is proposed:

H2: Regulatory Dissemination has a positive and significant effect on the Effectiveness of Regulatory Implementation in Bondowoso Regency.

## **The Effect of Village Head Response on the Effectiveness of Regulatory Implementation**

In Policy Implementation Theory, implementor disposition or the attitude of policy implementers is an important determinant influencing implementation success (Van Meter & Van Horn, 1975). Village head response reflects the level of acceptance, commitment, adaptation, and readiness of village heads in implementing regulations established by local government. As the primary implementers at the village level, village heads play a central role in translating regulations into administrative and operational actions. Village heads who demonstrate positive responses toward regulations tend to show greater commitment in allocating resources, making administrative adjustments, and ensuring regulations are implemented consistently. Conversely, negative responses or resistance to regulations may hinder policy implementation in practice. Empirical findings indicate that the attitudes and commitment of village officials significantly affect the success of village government programs and policy implementation (Asmiatiningsih et al., 2020). Therefore, the more positive the response of village heads toward regulations, the higher the effectiveness of regulatory implementation in Bondowoso Regency. Based on this argument, the following hypothesis is proposed:

H3: Village Head Response has a positive and significant effect on the Effectiveness of Regulatory Implementation in Bondowoso Regency.

## **MATERIALS AND METHODS**

This study employs a quantitative approach with an explanatory research design, aiming to explain the causal relationships between the independent variables—namely the role of the subdistrict head, regulatory dissemination, and village head response—and the dependent variable, the effectiveness of regulatory implementation. A quantitative approach was selected

because this study focuses on hypothesis testing through numerical measurement and statistical analysis to empirically determine the magnitude of influence among variables (Ghozali, 2021).

The population of this study consists of all village heads from seven subdistricts in Bondowoso Regency, totaling 58 respondents. The sampling technique used is saturated sampling, in which the entire population is used as the sample (Ferdinand, 2016; Ghozali, 2021).

The research indicators in this study were developed based on the theoretical concepts of each variable used, namely the role of the subdistrict head, regulatory dissemination, village head response, and effectiveness of regulatory implementation. The role of the subdistrict head variable was measured using the indicators of Guidance Function, Supervisory Function, Coordination Function, and Availability of Facilitation (Saputri, 2025). The regulatory dissemination variable was measured through Quality of Dissemination Materials, Quantity of Dissemination Activities, Implementer Understanding (Village Heads), and Media Used (Howlett et al., 2020). The village head response variable was measured using Proactive Attitude, Level of Compliance, Resource Allocation, and Willingness to Learn (Asmiatiningsih et al., 2020). Meanwhile, the effectiveness of regulatory implementation variable was measured through Output Quality, Timeliness, Problem Minimization, and Implementation Consistency (Hill & Hupe, 2021).

Data were collected through the distribution of online questionnaires using a 5-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). The collected data were then analyzed using SPSS software through several stages. First, instrument testing was conducted, including validity and reliability tests. Second, classical assumption tests were performed, including normality, multicollinearity, and heteroscedasticity tests, to ensure the feasibility of the regression model. Third, multiple linear regression analysis was employed to test the effects of the independent variables on the dependent variable. Hypothesis testing was then carried out using the t-test to examine the partial effect of each independent variable, while the coefficient of determination ( $R^2$ ) was used to determine the contribution of independent variables in explaining variations in regulatory implementation effectiveness.

## RESULTS

**Table 1. Respondent Characteristics**

Characteristics	Category	Number of Respondents	Percentage (%)
Gender	Male	41	70.68%
	Female	17	29.32%
Age	<20 Years	7	12.06%
	21–30 Years	32	55.17%
	31–40 Years	11	18.97%
	>40 Years	8	13.80%
Length of Service	1–3 Years	22	37.93%
	3–5 Years	30	51.72%
	>5 Years	6	10.35%
<b>Total</b>		<b>58</b>	<b>100%</b>

Source: Own data research, 2026

Based on Table 1, the majority of respondents were male, totaling 41 individuals (70.68%), while female respondents numbered 17 (29.32%). In terms of age, most respondents were in the 21–30 years age group, totaling 32 individuals (55.17%), indicating that respondents were predominantly in the young productive age category. Regarding length of service, most respondents had worked for 3–5 years (51.72%), followed by 1–3 years (37.93%). These findings indicate that the respondents were dominated by productive-age male employees with moderate work experience, making them sufficiently representative to assess the research variables due to their adequate organizational experience.

**Table 2. Descriptive Statistics**

Information	N	Min	Max	Mean	Std. Deviation
Role of Subdistrict Head (X1)	100	5	20	18.98	2.36
Regulatory Dissemination (X2)	100	5	20	19.39	2.05
Village Head Response (X3)	100	5	20	18.72	2.28
Effectiveness of Regulatory Implementation (Y)	100	5	20	18.68	2.41

Source: Own data research, 2026

Based on Table 2, all research variables have high mean values, each exceeding 18 out of a maximum scale of 20, indicating that respondents generally provided positive assessments of all variables examined. The variable with the highest mean value is Regulatory Dissemination (19.39), followed by Role of the Subdistrict Head (18.98), Village Head Response (18.72), and Effectiveness of Regulatory Implementation (18.68). Meanwhile, the standard deviation values of all variables are relatively low (below 3), indicating that respondents' answers tend to be homogeneous with limited dispersion. Overall, these results suggest that respondents perceive the role of the subdistrict head, regulatory dissemination, and village head response to be in the good/high category, accompanied by high effectiveness of regulatory implementation.

**Table 3. Validity Test**

Variable	Indicator	Calculated r	r Table	Description
Role of Subdistrict Head (X1)	X1.1	0.745	0.258	Valid
	X1.2	0.698	0.258	Valid
	X1.3	0.619	0.258	Valid
	X1.4	0.729	0.258	Valid
Regulatory Dissemination (X2)	X2.1	0.981	0.258	Valid
	X2.2	0.983	0.258	Valid
	X2.3	0.914	0.258	Valid
	X2.4	0.983	0.258	Valid
Village Head Response (X3)	X3.1	0.484	0.258	Valid
	X3.2	0.706	0.258	Valid
	X3.3	0.660	0.258	Valid
	X3.4	0.742	0.258	Valid
Effectiveness of Regulatory Implementation (Y)	Y1.1	0.882	0.258	Valid
	Y1.2	0.677	0.258	Valid
	Y1.3	0.704	0.258	Valid
	Y1.4	0.883	0.258	Valid

Source: Own data research, 2026

Based on the validity test results, all indicators for the variables of the role of the subdistrict head, regulatory dissemination, village head response, and effectiveness of regulatory implementation have calculated r-values greater than the r-table value of 0.258. The calculated r-values range from 0.484 to 0.983, indicating that all statement items in the research instrument are valid. These results demonstrate that each indicator is capable of accurately measuring the intended variable construct and is appropriate for use as a data collection instrument in this study.

**Table 4. Reliability Test**

Variable	Cronbach's Alpha	Description
Role of Subdistrict Head (X1)	0.649	Reliable
Regulatory Dissemination (X2)	0.976	Reliable



Village Head Response (X3)	0.602	Reliable
Effectiveness of Regulatory Implementation (Y)	0.800	Reliable

Source: Own data research, 2026

Based on the reliability test results, all research variables have Cronbach’s Alpha values above 0.60, ranging from 0.602 to 0.976. Therefore, the variables of the role of the subdistrict head, regulatory dissemination, village head response, and effectiveness of regulatory implementation are declared reliable. These results indicate that all research instruments have good internal consistency and can be reliably used to measure the research variables in subsequent analyses.

Table 5. Classical Assumption Test

Variable	Glejser Test (Sig.)	VIF	Normality Test Asymp. Sig. (2-tailed)
Role of Subdistrict Head (X1)	0.534	2.007	0.200
Regulatory Dissemination (X2)	0.132	2.955	
Village Head Response (X3)	0.701	1.773	

Source: Own data research, 2026

Based on the classical assumption test results, the regression model in this study satisfies all classical assumption requirements. The normality test shows an **Asymp. Sig. (2-tailed) value of 0.200**, which is greater than 0.05, indicating that the residual data are normally distributed. In the heteroscedasticity test using the **Glejser test**, all independent variables have significance values above 0.05, indicating that no heteroscedasticity problem exists in the regression model. Furthermore, the multicollinearity test results show that all **VIF values are below 10**, indicating the absence of multicollinearity among independent variables. Thus, the regression model is considered appropriate and meets the classical assumptions for hypothesis testing.

Table 6. Hypothesis Testing

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
(Constant)	0.130	1.581		0.082	0.935	
1	Role of Subdistrict Head (X1)	0.134	0.085	0.124	2.577	0.021
	Regulatory Dissemination (X2)	0.537	0.073	0.700	7.326	0.000
	Village Head Response (X3)	0.568	0.111	0.377	5.101	0.000
2	Coefficient of Determination	R=0.913	R <sup>2</sup> =0.833	Adjusted R <sup>2</sup> =0.824		

Source: Own data research, 2026

Based on the hypothesis testing results in Table 6, all independent variables are proven to have a positive and significant effect on the effectiveness of regulatory implementation. The Role of the Subdistrict Head has a positive and significant effect with a significance value of 0.021 (<0.05), indicating that the more optimal the role of the subdistrict head, the more effective the regulatory implementation. Regulatory Dissemination has a positive and significant effect with a significance value of 0.000 and is the most dominant variable based on the highest beta value (0.700), meaning that the effectiveness of regulatory dissemination is the primary factor in improving regulatory implementation effectiveness. Furthermore, Village Head Response also has a positive and significant effect on regulatory implementation effectiveness with a significance value of 0.000. Simultaneously, the research model demonstrates very strong explanatory power with an Adjusted R<sup>2</sup> value of 0.824, indicating that 82.4% of the variation in regulatory implementation effectiveness can be explained by the role of the subdistrict head, regulatory dissemination, and village head response, while the remaining 17.6% is influenced by other variables outside the research model.



## DISCUSSION

### **The Effect of the Role of the Subdistrict Head on the Effectiveness of Regulatory Implementation**

The results indicate that the role of the subdistrict head has a positive and significant effect on the effectiveness of regulatory implementation in Bondowoso Regency. This finding confirms that the more optimally subdistrict heads perform their coordination, guidance, supervision, and facilitation functions toward village governments, the more effective regulatory implementation becomes at the village level. From the perspective of Policy Implementation Theory (Van Meter & Van Horn, 1975), successful policy implementation is influenced by the quality of inter-organizational communication and the capacity of implementing agents to carry out implementation tasks. As the extension of the regency government at the subdistrict level, the subdistrict head acts as an intermediary actor who ensures that regulations are properly translated to village governments while supervising implementation compliance. Therefore, a strong subdistrict head role reduces the potential for policy implementation distortion across villages.

In the context of Bondowoso Regency, this result indicates that subdistrict heads hold a strategic position in aligning regulatory implementation across villages with differing administrative characteristics and apparatus capacities. Through routine guidance, administrative supervision, and facilitation in resolving technical obstacles, subdistrict heads serve as effective intermediaries between regency and village governments, thereby making regulatory implementation more uniform and controlled. However, compared with the other variables in this study, the influence of the subdistrict head is the smallest, indicating that although important, the structural supervisory role of subdistrict heads is not the dominant factor in determining regulatory implementation effectiveness.

This finding is consistent with previous studies (Laira, 2016; Naufal & Rahman, 2025), which state that the role of subdistrict heads as supervisors and mentors significantly contributes to improving the effectiveness of village governance administration. Thus, this study reinforces the policy implementation literature by demonstrating that bureaucratic supervisory actors continue to play an important role in encouraging successful regulatory implementation at the lowest level of government.

### **The Effect of Regulatory Dissemination on the Effectiveness of Regulatory Implementation**

The results show that regulatory dissemination has a positive and significant effect on the effectiveness of regulatory implementation and is the most dominant variable in the research model. This finding indicates that the quality of regulatory information delivery, clarity of dissemination materials, target accuracy, and intensity of policy communication play a central role in determining the success of regulatory implementation at the village level. Policy Implementation Theory (Van Meter & Van Horn, 1975) emphasizes that policy communication is a fundamental determinant of implementation success because policies cannot be implemented effectively if implementers do not understand the substance, objectives, and procedures of the policy. Grindle (1980) also argues that clear policy communication reduces ambiguity and prevents multiple interpretations in regulatory implementation.

In the context of Bondowoso Regency, the dominant influence of regulatory dissemination suggests that the primary challenge of regulatory implementation at the village level lies not merely in weak supervision, but in implementers' understanding of regulatory substance. Villages with diverse administrative capacities require clear, structured, and repeated dissemination mechanisms so that each village head fully understands the objectives, procedures, and consequences of regulatory implementation. This finding implies that local government should prioritize regulatory dissemination strategically within the policy implementation cycle, including through technical guidance programs, coordination forums, and written technical guidelines.

This result supports the findings of (Lahamit, 2021), which concluded that policy communication and dissemination are key factors in the successful implementation of local regulations. Therefore, this study confirms that regulatory effectiveness in Bondowoso Regency is more strongly determined by the quality of policy communication than by other structural factors.

### **The Effect of Village Head Response on the Effectiveness of Regulatory Implementation**

The findings reveal that village head response has a positive and significant effect on the effectiveness of regulatory implementation in Bondowoso Regency. This indicates that the higher the level of acceptance, commitment, adaptation, and willingness of village heads in responding to regulations, the more effective the regulatory implementation at the village level. Policy Implementation Theory (Van Meter & Van Horn, 1975) explains that implementor disposition is one of the main



determinants of policy implementation success. Implementor disposition reflects the attitudes, commitment, and willingness of implementers to accept and carry out policies according to their intended objectives. In this study, village heads as the primary implementers of regulations at the village level play a central role because they directly translate regulations into administrative and operational actions.

The implication for Bondowoso Regency is that the effectiveness of regulatory implementation depends heavily on the readiness and commitment of village heads to internalize regulations into village governance practices. Village heads who respond positively to regulations are more proactive in allocating resources, directing village officials, and adjusting village work procedures to align with regulatory provisions. Conversely, if village heads are passive or resistant toward regulations, policy implementation may become merely procedural without producing optimal outcomes. This demonstrates that successful regulatory implementation depends not only on bureaucratic structure and policy communication but also on the willingness of frontline implementers.

This finding is consistent with (Asmiatiningsih et al., 2020), which states that village head responsiveness affects the quality of village governance performance. Therefore, this study strengthens the theoretical argument that implementor disposition is a determining factor in the ultimate success of policy implementation at the village government level.

## CONCLUSION

This study demonstrates that the role of the subdistrict head, regulatory dissemination, and village head response partially and simultaneously have positive and significant effects on the effectiveness of regulatory implementation in Bondowoso Regency. These findings prove that successful regulatory implementation at the village level is influenced by a combination of structural supervision, policy communication quality, and frontline implementer disposition. Among these variables, regulatory dissemination is the most dominant factor affecting regulatory implementation effectiveness. This indicates that the clarity, intensity, and quality of policy information delivered to village governments are the primary determinants of successful regulatory implementation. In addition, village head response also has a strong influence on regulatory implementation effectiveness, meaning that the level of acceptance, commitment, and readiness of village heads in responding to regulations plays a crucial role in ensuring regulations are consistently implemented at the village level. Overall, the key implication of these findings is that the effectiveness of regulatory implementation in Bondowoso Regency is determined not only by the existence of formal rules, but also by the quality of policy communication, the effectiveness of bureaucratic guidance, and the readiness of implementing actors to execute those regulations.

Theoretically, this study strengthens Policy Implementation Theory by confirming that successful policy implementation is determined by policy communication, inter-organizational coordination, and implementor disposition. It also extends the development of policy implementation theory by empirically demonstrating that these three dimensions operate simultaneously in the context of village government regulatory implementation.

Practically, the findings imply that the Bondowoso Regency Government should focus on improving regulatory implementation effectiveness through strengthening regulatory dissemination mechanisms via technical guidance programs, coordination forums, and more practical technical guidelines. In addition, optimizing the supervisory and guidance functions of subdistrict heads should continue to be reinforced to improve coordination between regency and village governments. Local government should also enhance the capacity and commitment of village heads through training, mentoring, and periodic regulatory implementation evaluation systems.

This study has several limitations. First, the research object is limited to village heads in seven subdistricts of Bondowoso Regency; therefore, generalization to other regions should be undertaken cautiously. Second, this study includes only three independent variables, whereas regulatory implementation effectiveness may also be influenced by other factors such as bureaucratic resource capacity, information technology support, organizational culture, and village leadership. Third, this study uses a cross-sectional approach, which captures regulatory implementation conditions at only one point in time and cannot reflect longitudinal implementation dynamics.

Future research is recommended to expand the study area to other regencies or provinces to obtain broader generalizability regarding the determinants of regulatory implementation effectiveness in village governance. Future studies may also incorporate additional variables such as village apparatus competence, government administrative digitalization, bureaucratic culture, or



village head leadership style to develop a more comprehensive model. Moreover, future researchers are encouraged to employ more advanced analytical methods such as Structural Equation Modeling (SEM) or longitudinal approaches to explain causal relationships and regulatory implementation dynamics more comprehensively.

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