



The Effect of Work Motivation and Disciplin on Performance of Palopo City Police Personnel

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ABSTRACT

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The Research using multiple linear regression analysis is research that combines more than one independent variable. In this study the independent variables are Motivation and Work Discipline. This study tries to describe how and how much influence is given by the two independent variables on the performance of personnel in the Polres area of Palopo City. With a sample of 100 from four police stations in the Polopo Polres area. The research findings say that motivation and work discipline have a positive and partially significant effect. Simultaneously motivation and work discipline also affect the performance of personnel in the Polopo Polres area .

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1. Introduction

One of the factors that are needed in determining the long-term success of the agency/organization is human resources. Human resources are the main driving force of the agency, human resources should be optimally regulated, given special attention and fulfill their rights. Furthermore, the agency must also have human resources who are proven to have the ability, skills, loyalty to the agency, enthusiastic in achieving the agency's goals . If the agency is less concerned about this situation, it will affect the continuation of activities in an agency.

The quality of human resources who are said to be employees and play a role in providing services needed by the agency. Basically, in an effort to search for human resources in accordance with the needs, it is necessary to have a good regulatory process and will result in a development within the agency to deal with situations and changing conditions. An agency basically has a goal that must be carried out by a leader in providing knowledge to personnel to carry out their duties and responsibilities within the agency(Lumentut & Dotulong, 2015). To achieve this, it does not only require facilities and infrastructure and tools for modern technological needs, but rather leads to a person's performance in an agency(Aldi & Susanti, 2019).

Human resource management is used as a means of agency to regulate personnel, including managing the work motivation of each employee and all functions in the agency. Motivation is something that has the ability to move the mind to work , and work is to carry out movements to get something. The innate internal factors of each person, experience, level of education and desires in the future and external factors in the form of workplace, leadership, assignment and work pressure can affect a person's motivation at work (Wicaksono & Hermani, 2017). Motivation done with the purpose of having a good performance in work, the spirit, not easily depressed, and obedient and submissive in carrying out duties and responsibilities in the development of the organization . Hence the need to provide motivation by way of increasing the hard work of employees, and employee morale in order to achieve the goals of the institution (Saputra, 2014).

One of the important factors that affect the performance of personnel is motivation. In essence, personnel who only work to meet their needs will not provide optimal performance for the agency, the same as the absence of optimal motivational encouragement, the performance of the personnel will be affected. Therefore, motivation and achievement are closely related to each other (Faslah & Savitri, 2017)

Apart from motivation, the thing that greatly affects the performance of personnel or employees is work discipline . To be able to support the achievement of organizational goals, work discipline must be owned by every employee and must be cultivated among employees because this will have an impact



on compliance and obedience in carrying out duties and responsibilities to the agency (Primandaru et al., 2018).

The Palopo Resort Police is required to always provide the best performance or service to the community. In order to provide the best service directly to the community, personnel are required to display high performance. To produce high work productivity, the Palopo Resort Police must improve personnel or employees according to their work accompanied by conditions that allow them.

2. Literature Review

2.1 Personnel Performance Understanding Performance

According to Hasibuan & Bahri (2018) states that to achieve the goals to be achieved, the organization is always managed and implemented by a group of people, both in public organizations and private organizations. Organizational goals will certainly not be achieved if the performance of members or employees is not optimal.

Some opinions explain that employee performance and organizational performance have a very close relationship, organizational goals are basically inseparable from the existence of human resources in it who play an active role in efforts to achieve organizational goals. So it can be concluded that what is meant by performance is to achieve organizational goals, then the assessment of a person's work in an organization in accordance with their duties and responsibilities

Personnel performance is to carry out and complete work tasks that are the responsibility of individuals and groups, it is necessary to have the work skills achieved and desired from the behavior of employees. Performance can be a means for an agency / organization to measure the intelligence of the personnel contained in an agency. State Civil Apparatus (ASN) / Polri personnel have the duty to be servants, protectors, and protectors for the community. Personnel must be able to carry out their duties as well as possible, so personnel development needs to be guided to improve the quality of human resources (Rompas et al., 2018).

2.2 Performance is influenced by several aspects

Aspects that affect the performance of personnel in accordance with the opinion of Moorhead and Chung (Oemar & Gangga, 2017) are:

- a. At the level of good or bad performance achieved by a person/employee, it can be shown through aspects of accuracy, neatness, skills and skills in the work produced (Quality of Work).
- b. A number of jobs or the amount of workload that must be completed by a personnel is a Quantity of Work. In achieving the target or work results on new jobs, it can be measured quantitatively by ability
- c. The process of placing a person who fits the educational background or expertise in a job is a job knowledge. This can be seen from the ability of personnel to understand matters related to the tasks they carry out.
- d. Knowing how a personnel cooperates with others in completing a job is a Teamwork. Teamwork must be carried out horizontally, and must also be carried out vertically or teamwork between personnel. Teamwork is one of the aspects needed by an agency, where the principle and agent can establish good relations and work relationships that mutually benefit each other.
- e. The level of intelligence of employees can complete tasks effectively and efficiently by themselves who are able to provide changes in efforts to improve and progress an agency (Creativity).
- f. Cleverness in providing new ideas that function for the improvement and advancement of the organization is an innovation. This is seen from the thinking in overcoming organizational problems.
- g. Includes several factors that lead to the ability to face difficulties, the ability to complete work without depending on others and have the initiative in starting work (initiative).
- h. To measure how well the performance of a police agency is, there are several indicators that can be used including work contracts, additional assignments, member work behavior (PKA), rewards, and punishments.

2.3 Motivation

Every organization wants to achieve its goals. And in order to achieve this goal, the Human Resources function that plays a role in it is needed. In order for the function of human resources to work in accordance

with what is expected by the agency, it must be understood the motivation of humans working in the agency, because it is this motivation that determines a person's behavior at work. Some definitions of motivation according to experts are as follows:

One activity that makes other people follow and do it (to behave) on a regular basis is the notion of motivation according to Bangun (2012); Ridho & Susanti(2019)motivation is an effort that exists within a person both from outside and from within to do something. Sutrisno(2013), Harahap & Khair (2019)explains that motivation is a factor that can trigger a person in carrying out an activity or a job, while encouraging someone to do something, basically every activity carried out has factors that encourage it.

Work motivation is related to the efforts made by a person or employee in order to achieve personal goals at work. Faslah & Savitri(2017)In general, there are 2 types of encouragement known, namely:

- a. Intrinsic drive is motivation that arises from within the individual.
- b. Extrinsic drive is motivation that arises due to external stimuli or encouragement.

The motivating factor that causes a person to work is the need that must be met. Activities in work can be in the form of producing something and ultimately aiming to meet their needs.

Anita et al. (2013),Almustofa (2014) To measure how well motivation is in an agency, there are several indicators that can be used including awards, social relationships, life needs, success at work, self-actualization.

2.4 Work Discipline

One of the things that must be considered in improving the quality of personnel performance is the existence of coaching and enforcement of discipline to each personnel, one of the factors that determine the success of an activity, in addition to the sincerity of expertise is discipline(Mulyadi & Marlina, 2010);(Hidayat & Tahufiq, 2018);(Pratiwi & Darmastuti, 2014)

Consists of two forms of employee models in overcoming performance problems according to Suwatno's namely on (Mulyadi & Marlina, 2010):

- a. Discipline based on tradition is the opinion namely that consisting of registering violations and enforcing discipline can overcome the record of punishment for any problems of poor performance and strengthen violations. This discipline is implemented by influencing employee work behavior in rigid and firm groups without compromise or organization. If discipline can tend to enforce discipline in an authoritarian manner, it is carried out properly and does not delay
- b. Discipline based on goals focuses on time so that performance problems are not allowed to grow an awareness to become severe, and the possibility of problems that carry out a discipline from itself can not be overcome quickly and easily from the outside with coercion.

An agency really needs work discipline, because with the uncertainty of the work atmosphere it will have a bad impact on work, so that is the reason that work discipline is needed in the agency, an employee who has good work discipline will be more orderly, obedient and obedient to the rules. agency so that the agency's goals are achieved (Mulyadi & Marlina, 2010)

Mangkunegara & Octorend(2015)To measure how good work discipline is in an agency, there are several indicators that can be used including arriving on time, going home on time, obeying the rules, being responsible for the task, and being complete in carrying out the work.

Relationship Between Variables

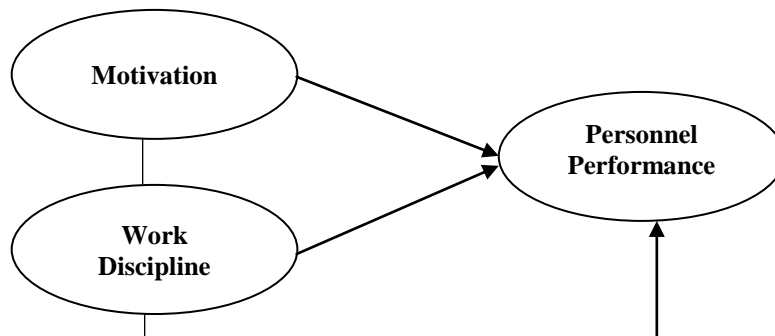


Fig 1. Conceptual Framework



Research hypothesis:

- a. It is suspected that there is an influence on personnel performance by motivation
- b. It is suspected that there is an influence on personnel performance by work discipline
- c. It is suspected that there is an influence on the performance of personnel by motivation and work discipline simultaneously.

3. Research Methods

This research method is carried out using descriptive quantitative analysis. The location of this research was carried out in the Palopo City Police area with a total of 100 samples, the sampling technique used cluster random sampling so that the samples were determined in each region (25 Polsek Wara, 25 Polsek Telluwana, 25 Polesk Wara Selatan, 25 Polsek Wara Utara) .

4. Research Results and Discussion

4.1 Test Validity

Table 1
Validity Test Results

Variable	No. Question Items	r Table	r Count	Information
Motivation	1	0.197	0.535	Valid
	2	0.197	0.657	Valid
	3	0.197	0.677	Valid
	4	0.197	0.641	Valid
	5	0.197	0.751	Valid
Work Discipline	1	0.197	0.508	Valid
	2	0.197	0.498	Valid
	3	0.197	0.315	Valid
	4	0.197	0.492	Valid
	5	0.197	0.423	Valid
Personnel	1	0.197	0.398	Valid
	2	0.197	0.612	Valid
Performance	3	0.197	0.439	Valid
	4	0.197	0.542	Valid

Source: primary data processed, 2021

Based on table 1 above, it can be explained that the calculated r value is greater than the table r value, thus it can be concluded that all items used in this study are valid.

4.2 Reliability Test

Table 2.
Reliability Test Results

Variable	Cronchbach Alpha	Information
Motivation	0.652	Reliable
Work Discipline	0.638	Reliable
Personnel Performance	0.622	Reliable

Source: primary data processed, 2021

Based on table 2, it can be explained that the *Cronbach Alpha* value of each variable is > 0.6 , so it can be concluded that all the variables used in this study have a level of reliability.

4.3 Normality Test

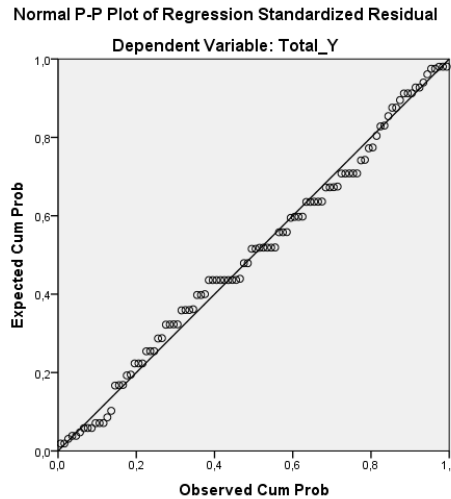


Fig 2. Normality test results

Based on the results of Fig 2 above, it is explained that the output chart shows that every existing point is directed towards the diagonal line, thus it can be concluded that the assumption of normality of the data in this study is fulfilled.

4.4 Multicollarity Test

Table 3
Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
Motivation	0.997	1.003
Work Discipline	0.997	1.003

Source: Primary data processed, 2021

Based on table 3 above, it can be explained that the multicollinearity assumption in this study is fulfilled, it is shown that the VIF value is less than 10 .

4.5 Heteroscedasticity Test

Table 4
Heteroscedasticity Test

			Motivation	Work Discipline	Unstandardized Residual
Spearman's rho	Motivation	Correlation Coefficient	1,000	0,051	0,051
		Sig. (2-tailed)	.	,611	,611
		N	100	100	100
	Work Discipline	Correlation Coefficient	0,051	1,000	,022
		Sig. (2-tailed)	,611	.	,814
		N	100	100	100
Unstandardized Residual	Correlation Coefficient	0,051	,022	1,000	
	Sig. (2-tailed)	,611	,814	.	
	N	100	100	100	

Source: Primary data processed, 2021

Based on the assumption of heteroscedasticity in table 4, it can be explained that the sig level in each variable is > 0.05 so that the heteroscedasticity assumption in this study is fulfilled.



4.6 Hypothesis Testing

Table 5

f test

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	11,775	2	6,226	5.157	0.007 ^b
Residual	117,785	97	1,207		
Total	129.560	99			

Source: Primary data processed, 2021

Based on the statistical results of the f test in table 5, it can be explained that simultaneously or together the variables of motivation and work discipline have a significant and positive effect on personnel performance. Thus, the better motivation and work discipline will increase the performance of personnel and the hypothesis in this study is accepted. It is shown that the significance value of 0.007 is smaller than 0.05.

Table 6

t test

Model	Unstandardized Coefficients	t	Sig.
	B	Std. Error	
1 (Constant)	15,382	2.168	,000
Motivation	,117	,057	,042
Work Discipline	,223	,087	.012

Source: Primary data processed, 2021

Based on the statistical results of the t test in table 6, it can be explained that partially the motivation variable has a significant effect on personnel performance, this identifies that the existence of motivation has an impact on personnel performance. The results of the analysis show that the significance value of 0.042 is smaller than 0.05 so that hypothesis 1 in this study is accepted.

The analysis showed that the working discipline variable partially significant and positive impact on the performance of personnel, this analysis shows that the significance value of 0.012 is less than 0.05 and the value of t 2.572. This has identified that increasing labor discipline someone will be able to increase personnel performance. The increase in each work discipline unit will increase the performance of personnel by the value of coefficient beta 0.223, so that hypothesis 2 in this study is accepted.

4.7 Coefficient of Determination

Table 7

Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,310 ^a	,096	.077	1,099

Source: Primary data processed, 2021

Based on the results of data analysis shows that the R-Square value is 0.096, it can be explained that the performance of personnel can be explained by the motivational and work discipline variables of 9.6 percent and the rest is influenced by other variables not discussed in this study.

5. Conclusion

There are several things that become important notes in this study:

- That according to the results of the research that has been done, it is concluded that motivation has a significant influence on the work of personnel in the Palopo Regional Police Scope.
- That according to the results of the research that has been carried out, it is concluded that work discipline has a significant influence on the work of personnel in the Palopo Regional Police Scope.
- That according to the results of the research that has been done, it is concluded that motivation and work discipline have a significant influence on the work of personnel in the Palopo Regional Police Scope.

- d. The contribution of motivation and work discipline is quite small for the performance of personnel, so it is hoped that the initiative and personal awareness of personnel in improving their performance are expected.

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