



The influence of the police professional code of ethics, and remuneration on the performance of polri members in garut police

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ABSTRACT

The essence of this research is how the Police Professional Code of Ethics and Remuneration can improve the Performance of Police Members at the Garut Police. The aim of this research is to determine the influence of the National Police's professional code of ethics and remuneration on the performance of National Police members at the Garut Police. This research uses quantitative research methods with a descriptive approach. The results of the research show that the magnitude of the influence of the Police Professional Code of Ethics and Remuneration on the Performance of Police Officers at the Garut Police is 85.6% or has a very strong influence, the remaining 14.4% is influenced by other factors not examined in this case. From the research results, it was concluded that the Polri professional code of ethics has been regulated in police regulations, the remuneration value is still considered very small and does not meet the needs of Polri members, so that the performance of Polri members has not yet reached the optimal point. Based on the research results, researchers concluded that leaders have a strong commitment to implementing the Professional Code of Ethics for Police Members, supported by ideal remuneration values.

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1. INTRODUCTION

The performance of Polri members is greatly influenced by the abilities of the Polri members themselves which are supported by the work environment, good relationships or cooperation between existing components in the POLRI organization or institution and leaders are required to be able to direct and approach Polri members in order to create harmony and favorable conditions. conducive and creating good relations between members of the National Police. The performance of POLRI members is not an independent factor, but tends to be influenced by many factors. In Article 15 Paragraph (2) of the National Police Chief Regulation Number 2 of 2018, it is explained that, "Performance Assessment of POLRI Members includes: (a) Leadership, (b) Service Orientation, (d) Communication, (e) Emotional Control, (f) Integrity, (f) Empathy, (g) Commitment to the Organization, (h) Initiative, (i) Discipline, (j) Cooperation."

Based on the results of observations, the obstacles faced in improving the performance of POLRI members at Garut Police are: (a) Limited personnel in the service function, this often becomes an obstacle in providing services, especially at the same time as many people need services, and personnel in the service function are often involved in carrying out other activities so that the implementation of their main tasks is hampered. Moreover, during the Covid-19 pandemic, all services at the Police and Sector Police levels were directed towards the use of information technology or utilizing internet-based applications; (b) It is still found that there are some personnel who act arrogantly and are less than friendly in providing services, there is still a weakness in changing the mindset and culture set within the Police institution; (c) Supporting facilities and infrastructure in carrying out tasks, both routine tasks and operational tasks are inadequate; (d) It is still found that there are people who are impatient and want to rush to get service, while the service process is currently being transferred from a manual basis to an application basis; (e) The public service system has not yet fully implemented the Standard Operating Procedures (SOP) for services so that there is no certainty about how long members of the public will have to wait for the results of their submitted service requests and the procedures that must be carried out during the process at the Police; (1) Obstacles faced in SSB issuance services include: (a) There are still unscrupulous members and members of the public who act as intermediaries who are difficult for officers to detect and the public trusts the ability of these intermediaries to make driving licenses easy even at quite high costs; (b) There are still people who force themselves to get priority in issuing driving licenses (SIM) even at high costs without following established procedures; (c) There is still a shortage of SIM materials (blanks) which often prevents the issuance of new SIMs; (d) If the STNK is lost or damaged, no duplicate will be made.

As reference material and reinforcement for researchers in conducting research, the author refers to the results of research conducted previously by previous researchers, the first by (Setianingsih & Matinni, 2021) in the journal *Tanah Select* with the title *The Effect of Performance Allowances and Work Discipline on the Performance of Employees of the Directorate of Water Police and air force of the South Sumatra Regional Police*, and the second reference from research (Ferdiyono & Santoso, 2018) in the *Darmajaya Informatics & Business Institute repository* with the title *the influence of remuneration, job satisfaction and transformational leadership on employee performance with organizational citizenship behavior as an intervening variable in the BPKB section of the Central Java Regional Police*, and for the third reference from research conducted by (kaloko, 2019) in the *simplex journal* with the research title *the influence of work ethic and performance allowance policies on the performance of personnel at the Bone Bawang Resort Police*. What differentiates the author's research from previous researchers is that the researcher focuses on research on *The influence of the police professional code of ethics, and remuneration on the performance of police members in Garut police*.

2. RESEARCH METHOD

Considering that the nature of this research is descriptive and verification, the research method used is a quantitative research method. Sugiyono (2016:23) states that, Quantitative research methods can be interpreted as research methods that are based on the philosophy of positivism, used to research certain populations or samples, collecting data using research instruments, quantitative/statistical data analysis, with the aim of testing hypotheses which has been set. Quantitative methods consist of survey methods and experimental methods. The data collection process used was carried out in order to obtain accurate data through the following techniques: 1) library research, 2) field research.

In this research, the population is all POLRI members within the Garut Police, namely 1197 people. The population in this study is 1197 employees within the Garut

Police. Furthermore, Sugiyono (2017:81) explains that, to determine the minimum sample required if the population size is known, the Slovin formula can be used as follows:

$$n = N / ((1 + N \cdot (e)^2))$$

Information :

n = Number of Samples

N = Total Number of Population

e = Error Tolerance Limit

Based on the Slovin formula, the sample size in this study was calculated as follows:

$$n = 1197 / ((1 + 1197 \cdot (0,05)^2))$$

$$n = 1197 / (1 + 1197(0,0025))$$

$$n = 1197 / (1 + 2,99)$$

$$n = 300$$

Based on the results of the calculation to determine the number of research samples using the Slovin formula with an error rate of 5% or 0.05, the number of samples in this study was 300 respondents.

3. RESULTS AND DISCUSSIONS

The empirical causal relationship framework between the influence of the Police Professional Code of Ethics and Remuneration on the Performance of Police Members at the Garut Police Station can be created through the following structural equation:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \varepsilon$$

$$Y = 10.877 + 0.4648 X_1 + 0.305 X_2 + \varepsilon$$

$$\text{Test (tpartial)} = 17.572 \text{ (8.876*)}$$

$$\text{Partial} = (0.904)(0.840) \text{ (partial influence)}$$

$$\text{Test (Fsimultaneous)} = (881,510*) \text{ Look at Anova (F)}$$

$$\text{Rsquare} = (0.856*) \text{ or } 85.6\% \text{ (Simultaneous influence)}$$

$$\text{Alpha} = 0.05$$

$$(*) = \text{Significant}$$

Where :

$$Y = \text{Performance of Police Members}$$

$$X_1 = \text{Police Professional Code of Ethics}$$

$$X_2 = \text{Remuneration for Police Members}$$

$$\beta_0 = \text{Constant}$$

$$\beta_1, \beta_2 = \text{Coefficient}$$

$$\varepsilon = \text{Error Terms (errors or influences outside the model)}$$

After compiling this equation, a path analysis image can be created as follows:

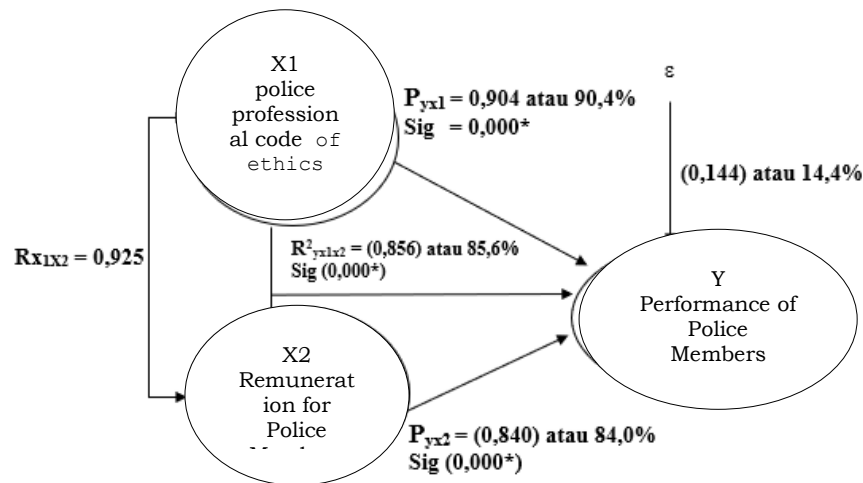


Figure 1. Path Analysis Results

The magnitude of the influence of the Police Professional Code of Ethics on the Performance of Police Members at Garut Police is 81.72%, in the range 0.80 – 1.00, meaning it has a very strong influence, while the remaining 18.28% is influenced by other factors not calculated in this research. Based on the results of the hypothesis test, it was found that the calculated t value was 28.872129 which was greater than the t table of 0.67817. Thus, the hypothesis which states that there is an influence of the Police Professional Code of Ethics on the Performance of Police Members at the Garut Police Station can be accepted. The results of the regression calculations show that the equation $Y = 14.836 + 2.079$

The magnitude of the influence of Remuneration on the Performance of Police Members at Garut Police is 70.56% in the range 0.60 – 0.799, meaning it has a strong influence, while the remaining 29.44% is influenced by other factors not examined in this research. Based on the results of the hypothesis test, it was found that the calculated t value was 26.7244 which was greater than the t table of 0.67817. Thus the hypothesis which states that there is an influence of Remuneration on the Performance of Police Members at the Garut Police Station can be accepted. The results of the regression calculations show that the equation $Y = 20.684 + 0.788$

The magnitude of the influence of the Police Professional Code of Ethics and Remuneration on the Performance of Police Members at Garut Police is 85.6%, in the range 0.80 – 1.00, meaning it has a very strong influence, while the remaining 14.4% is influenced by other factors that are not examined in this research. Based on the results of the hypothesis test, it was found that the calculated t value was 26.2933 which was greater than the t table of 0.67817. Thus, the hypothesis which states that there is an influence of the Police Professional Code of Ethics and Remuneration on the Performance of Police Members at the Garut Police Station can be accepted. The results of the regression calculations obtained the equation $Y = 10.877 + 1.481X1 + 0.305$ the trust value of the remuneration variable means the participation value increases by 0.305.

To test the significance of the correlation coefficient, the following steps are taken:

- a. Find t count using the formul

$$\begin{aligned}
 t &= r \frac{\sqrt{n-2}}{\sqrt{1-r^2}} \\
 &= 0,856 \frac{\sqrt{300-2}}{\sqrt{1-0,856^2}} \\
 &= 0,856 \frac{17,2627}{0,562}
 \end{aligned}$$

$$= 0,856 \times 30,7165$$

$$= 26,2933$$

Find degrees of freedom with the formula:

$$dk = n - 2; dk = 300 - 2$$

$$dk = 298$$

b. Look for t table

Look for the t table value with degrees of freedom (dk) = 298 and a significance level of 5%. $t = 1.65251$

After looking at the calculation results above, it turns out that $t \text{ count} > t \text{ table}$ or $26.2933 > 0.67817$. Thus the hypothesis proposed in this research is accepted.

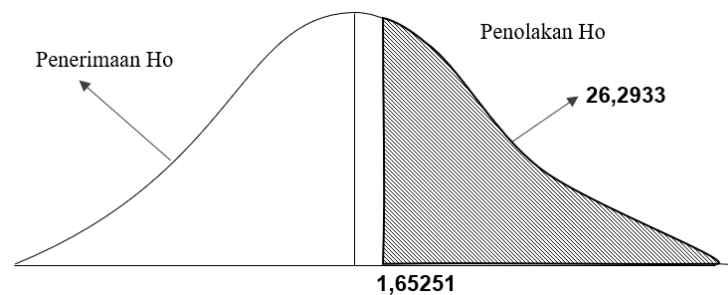


Figure 2. F Test Results

Based on the curve above, it can be concluded that H_0 is in the rejection area, so this means that there is a significant influence between the Police Professional Code of Ethics and the Remuneration of Police Members on the Performance of Police Members at the Garut Police Station. It can be concluded that there is a positive and significant influence between the Police Professional Code of Ethics and the Remuneration of Police Members on the Performance of Police Members at the Garut Police.

The size of the variables Polri Professional Code of Ethics (X1) and Remuneration (X2) on the Performance of Polri Members (Y) within the Garut Police can simultaneously be determined using the coefficient of determination formula as follows:

$$KD = r^2 \times 100\%$$

Where :

KD = Determinant Coefficient Value

r = Correlation Coefficient Value

The value of r^2 or R Square based on SPSS (Statistical Package For The Social Science) calculation results is 0.925, so the value of the Coefficient of Determination is:

$$KD = r^2 \times 100\%$$

$$= 0,925 \times 100\%$$

$$= 85,6\%$$

a. The Influence of the Police Professional Code of Ethics on the Performance of Police Members at Garut Police

The magnitude of the influence of the Police Professional Code of Ethics on the Performance of Police Members at Garut Police is 81.72%, in the range 0.80 – 1.00, meaning it has a very strong influence, while the remaining 18.28% is influenced by other factors not calculated in this research. Based on the results of the hypothesis test, it was found that the calculated t value was 28.872129 which was greater than the t table of 0.67817. Thus, the hypothesis which states that there is an influence of the Police Professional Code of Ethics on the Performance of Police Members at the Garut Police Station can be accepted. The results of the regression calculations show that the equation $Y = 14.836 + 2.079$

The results of this research are in line with the research results of Ferli Hidayat, a Police Officer at the National Police Headquarters (2020), who stated that the factors that influence the implementation of the National Police professional code of ethics include 1) legal factors, namely regulations regarding the National Police Professional Code of Ethics, 2) enforcement factors, the law is the lack of capacity of personnel members, 3) facility or facility factors, namely inadequate facilities and infrastructure and limited budget support, 4) community factors, in this case members of the National Police, 5) level of awareness and compliance with the regulations of the National Police Professional Code of Ethics.

Furthermore, Ngatiya (2020) stated that the reality of law enforcement of the Code of Professional Ethics for Polri who commit criminal acts, is regulated in the provisions of Article 11 letter a and Article 12 Paragraph (1) letter a and Government Regulation Number 2 of 2003 concerning the Dismissal of Polri Members.

b. The Influence of Remuneration on the Performance of Police Members at Garut Police

The magnitude of the influence of Remuneration on the Performance of Police Members at Garut Police is 70.56% in the range 0.60 – 0.799, meaning it has a strong influence, while the remaining 29.44% is influenced by other factors not examined in this research. Based on the results of the hypothesis test, it was found that the calculated t value was 26.7244 which was greater than the t table of 0.67817. Thus the hypothesis which states that there is an influence of Remuneration on the Performance of Police Members at the Garut Police Station can be accepted. The results of the regression calculations show that the equation $Y = 20.684 + 0.788$

The results of this research are in line with the research results of Mei Hotma Mariati Munte (2020) which states that remuneration is one part of the incentives used to motivate employees to make maximum contributions to the agencies in which they work. Remuneration is a means of motivation that encourages Polri members to work with optimal abilities, which is intended as extra income outside the predetermined salary or wages. The provision of remuneration is intended to meet the needs of Polri members and their families. The term remuneration system is generally used to describe wage payment plans that are linked directly or indirectly to various performance standards for Polri members or organizational profitability. Remuneration can be formulated as adequate compensation for members of the National Police whose achievements exceed predetermined standards. Remuneration is a motivating factor for Polri members to work better so that the performance of Polri members can improve.

Remuneration within the National Police is an inseparable part of bureaucratic reform policy. It is motivated by the government's awareness and commitment to realizing clean and good governance. However, at the level of implementation, the changes and reforms carried out in order to realize clean governance cannot possibly be implemented well (effectively) without adequate welfare from the National Police. These changes and reforms were implemented to erase the impression of the government which had been considered bad.

The National Police is part of the government, so in the context of bureaucratic reform within the National Police, efforts to organize and improve the welfare of Polri members is a very elementary need, considering that it is very closely related to the mission of changing the culture of the National Police. So, with this new salary structure, every member of the National Police is expected to have maximum deterrence (immunity) against seduction or material inducements (collusion). According to the Menpan, the aim of holding Remuneration is to encourage quality human resources (HR), maintain productive HR so that they do not move to the private sector and form service-oriented behavior and reduce acts of corruption, collusion and nepotism (KKN). Apart from that, according to the Menpan, the remuneration system can create positive competition between employees. It will be clear which employees are diligent and which are lazy,

which employees are willing to learn, which ones are not. In this way, employees will be motivated to develop themselves.

The results of this research are also in line with the thoughts of Edi Narso Agus Indramanto and Harnoto (2019) who state that: (1) The results of hypothesis testing show that remuneration has a positive and significant effect on career satisfaction, so it can be interpreted that the better the remuneration given, the higher the organizational commitment. (2) Remuneration has a positive and significant effect on organizational commitment, so it can be interpreted that the better the remuneration given, the higher the performance of National Police Members. (3) Career satisfaction has a positive and significant effect on member performance, so it can be interpreted that the higher the career satisfaction, the better the member's performance. (4) Organizational commitment has a positive and significant effect on the performance of police members, so it can be interpreted that the higher the organizational commitment, the better the members' performance. (5) Remuneration has a positive and significant effect on member performance so it can be interpreted that the better the remuneration given, the better the member's performance.

c. The Influence of the Police Professional Code of Ethics and Remuneration on the Performance of Police Members at Garut Police

The magnitude of the influence of the Police Professional Code of Ethics and Remuneration on the Performance of Police Members at Garut Police is 85.6%, in the range 0.80 – 1.00, meaning it has a very strong influence, while the remaining 14.4% is influenced by other factors that are not examined in this research. Based on the results of the hypothesis test, it was found that the calculated t value was 26.2933 which was greater than the t table of 0.67817. Thus, the hypothesis which states that there is an influence of the Police Professional Code of Ethics and Remuneration on the Performance of Police Members at the Garut Police Station can be accepted. The results of the regression calculations obtained the equation $Y = 10.877 + 1.481X_1 + 0.305$ the trust value of the remuneration variable means the participation value increases by 0.305.

The results of this research are in line with the research results of Niru Anita Sinaga (2020) which states that: (1) In an effort to realize the principles of the rule of law in social and state life, the role and function of law enforcement as a free, independent and responsible profession is important, alongside judicial institutions and law enforcement agencies. Through the legal services provided, the interests of people seeking justice, including efforts to empower people to realize their fundamental rights before the law, can be realized. In the study of legal science, it is stated that apart from legal norms, there are also other norms that help support the establishment of order in society, which are called ethical norms. The ethical norms of various professional groups are formulated in the form of professional codes of ethics. A code of ethics is a set of moral principles attached to a profession and compiled systematically. (2) A professional code of ethics is a norm established and accepted by a professional group, which directs or gives instructions to its members on how they should act and at the same time guarantees the moral quality of the profession in the eyes of society. The general principles formulated in a profession will vary from one another. The code of ethics functions: as a means of social control, preventing interference from other parties, preventing misunderstandings and conflicts, as a control whether members of a professional group have fulfilled their obligations. The aim is: Upholding the dignity of the profession, protecting and maintaining the welfare of members, increasing the dedication of members, improving the quality of the profession and organization, improving services, strengthening the organization, avoiding unhealthy competition, establishing close relationships with members, and determining standards. (3) Law enforcers are obliged to comply with important norms in law enforcement, namely: Humanity, justice, decency, honesty and implementing the code of ethics as appropriate. However, the implementation sometimes

does not go well and even causes problems and experiences obstacles or constraints. In solving this, they often do not apply the principles or principles regulated in the professional code of ethics. (4) The professional code of ethics cannot be implemented optimally, this is due to, among other things: the influence of family characteristics, the influence of position, the influence of consumerism and because of weak faith. Other obstacles or obstacles are: abuse of the legal profession; decreased social awareness and concern and outdated systems; technological progress has not been kept pace with the acceleration of progress in the field of law, so that law is always out of date; does not have a commitment to implementation either because they do not understand the function and purpose of the professional code of ethics or because they do not want to implement it; human resources (HR), namely low awareness of self-development both formally and informally; inadequate policies or regulations and technical instructions for their implementation; poor moral standards; weak law enforcement; Code of ethics sanctions are less severe. (5) The professional code of ethics cannot be implemented optimally. The basic reasons why professionals tend to ignore and even violate the professional code of ethics include: The influence of family characteristics, the influence of position, the influence of consumerism and because of weak faith.

4. CONCLUSIONS

Based on the calculated value of the coefficient of determination, the magnitude of the influence of the Police Professional Code of Ethics and Remuneration variables on the performance of Police members within the Garut Police Department is 85.6%. The interpretation value of the Correlation Coefficient r value of 85.6% is in the range of 0.80 – 1.000 or is at the level of a very strong relationship. Meanwhile, the remaining 14.4% is another factor not examined in this research (Epsilon Factor). (1) The Police Professional Code of Ethics as regulated in National Police Chief Regulation Number 14 of 2011 is already functioning for Police Members as Law Enforcement Officers at the Garut Police. So that with the functioning of the Police Professional Code of Ethics, violations of the Police Professional Code of Ethics relating to state ethics, institutional ethics, social ethics and personality ethics can be suppressed and every member of the police force must comply with this code of ethics. In implementing sanctions for perpetrators of violations of the Police Professional Code of Ethics and the Garut Police Bidpropam's understanding regarding the slight difference between the Police's internal regulations and the Police Professional Code of Ethics, there is still a sense of reluctance from the Garut Police Bidpropam to examine its own members. (2) Regarding the remuneration of Polri members at Garut Police, based on research results that: (a) If the government increases the amount of remuneration received in the future for the National Police, then the higher the remuneration received will result in the higher the performance of the Garut Police. (b) Remuneration has proven to be unable to improve the performance of Polri members at the Garut Police because the amount they receive from outside the Polri institution is greater (personal effort); (c) Remuneration has not been able to improve the performance of members of the Garut Police, because performance assessments are still measured based on the presence of Polri members in carrying out their duties; (d) Remuneration is considered not able to meet daily needs, it is proven that police members at Garut Police are looking for additional income when carrying out their duties; (e) Remuneration is considered not capable of appreciating the expertise possessed by members of the National Police at Garut Police in carrying out their duties as state officials with a heavy burden of duties and responsibilities. (3) The influence of the Police Professional Code of Ethics and Remuneration on the Performance of Police Members at Garut Police is 85.6% in the range of 0.80 – 1.00, meaning it has a very strong influence, while the remaining 14.4% is influenced by other factors which not examined in this study. Based on the results of the hypothesis test, it was found that the

calculated t value was 26.2933 which was greater than the t table of 0.67817. Thus, the hypothesis which states that there is an influence of the Police Professional Code of Ethics and Remuneration on the Performance of Police Members at the Garut Police Station can be accepted. The results of the regression calculations obtained the equation $Y = 10.877 + 1.481X_1 + 0.305$ the trust value of the remuneration variable means the participation value increases by 0.305. The obstacles faced in managing the performance of Polri members are mismatches in availability and needs, both quantity and quality of personnel, infrastructure, budget, education and training. Other obstacles are the non-synchronization of the police's legal area with the government administration area, incompatibility of competence with placement in functions, non-optimality of the database and non-synchronization of performance assessment with reward giving patterns. This has implications for excessive workload, stress, job dissatisfaction, demotivation, which has an impact on performance.

Contributions and implications from the results of the research that the author conducted, after conducting research, show that the professionalism of the police code of ethics is more professional and remuneration is also carried out in accordance with rights and obligations so that in this case the performance of the police also increases.

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