

The Effect Of Work Motivation And Implementation Of Discipline On The Performance Of Police Members In The Brimob Corps

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ABSTRACT

This study aims to determine and analyze how much influence motivation and discipline have on the performance of Brimob Corps members. In this study, the dependent variable is performance, while the independent variables are motivation and discipline. The research method was conducted through a survey of 100 respondents from the Brimob Corps. The research instrument was a questionnaire using a Likert measurement scale. The analysis techniques used included classical tests and multiple regression. The results of the study showed that there was a simultaneous and parallel influence of motivation and discipline on member performance. The calculation shows that there is a significant influence between motivation and discipline together on member performance in the Brimob Corps. Thus, the level of work motivation and the quality of work discipline affect the level of member performance.

Keywords: Motivation, Discipline, Performance

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I. INTRODUCTION

Today's global competition, the world of work really needs people who are used to thinking forward, smart, innovative and able to work with high enthusiasm in facing the progress of the times. Various organizations, including the Indonesian Republic Police organization, are trying to improve the performance of all elements in the organization with the aim of achieving organizational survival. According to Melliana, (2017) and Gibson et al, (2012) Human resources, in this case employees in an organization, of course try to work with their abilities in order to achieve the performance desired by the organization. A sense of security and comfort in the working atmosphere can make employees more dedicated in completing their work, and will help employees achieve the best performance (Salina & Kartikasari, 2017).

In relation to this, every organization or organization will always try to improve the performance of its members, with the hope that what the goals of the organization will be achieved (Junaidi et al., 2023). Various ways will be taken to improve member performance, for example by providing education, training, providing proper compensation, providing motivation, implementing work discipline, and creating a conducive work environment. On the other hand, a leader's satisfaction in moving and empowering members will also affect member performance (Colquitt, et al, 2019).

As has been stated, faster work, more precisely completed without reducing existing discipline, is due to the role of a leader, always providing direction, coaching, and motivating subordinates in completing work to achieve organizational goals (Gender et al., 2018) (Robin, 2012). This is because of the large amount of work that continues so that members are not effective in doing the work given to their superiors and members complain because sudden work results in members being unable to complete work according to the targets given by the Organization (Sukarno, 2017). In this case, the impact on irregular working hours and no overtime for members results in many members complaining because it is not in accordance with the agreement in the employment contract. This is attempted by the leader by providing motivation and a balance of wages for the results of the members' work. Compensation is all income in the form of money, direct or indirect goods received by members in return for services provided to the Organization (Sumar et al., 2020). Compensation in the form of money, meaning that the salary is paid in a certain amount of paper money to the member concerned.

Table 1. Pre-Survey Results Regarding the Causes of Low Work Discipline of Members on Duty in the Brimob Corps

No	Factors Causing Low Work Discipline of Members	Number of Answers	Prosentase
1	Regarding attitude: lack of awareness of members in carrying out tasks	7	28%
2	Regarding norms: members often violate regulations	10	40%
3	Regarding responsibility: lack of members' ability to carry out tasks	8	32%
	Total	25	100%

Source: Survey Results December 2022

The survey results showed that 7 people (28%) said that the low work discipline of members was due to the lack of awareness of members in carrying out their duties, 10 people (40%) said that the low work discipline of members was because members often violated regulations. Meanwhile, 8 people (32%) said that the low work discipline of members was due to the lack of ability of members in carrying out their duties. The Indonesian Police Mobile Brigade Corps consists of two branches, namely Gegana and Pelopor. Gegana is tasked with carrying out more specific special police operations such as: Bomb Disposal, handling of KBR (Chemical, Biological, and Radioactive) weapons, anti-terrorism, and intelligence. Meanwhile, Pelopor is tasked with carrying out broader special police operations that are paramilitary in nature such as handling riots/riots (riot control), search and rescue (SAR), securing vital installations, and guerrilla operations and limited jungle combat.

To create effective and efficient member performance is not easy, not only creating high work discipline but motivational factors also influence. Therefore, the Organization can encourage members to have high motivation to achieve the goals of the Polri organization. To encourage its members to have motivation in carrying out their activities by giving awards to members who meet targets and even exceed the targets that have been set. Not only awards are used by the Organization to increase motivation, but salary increases, allowances and job promotions that are still considered with the abilities possessed by members are also ways to increase the motivation of Polri members. Previous research from (Jaya et al., 2022) which stated that the work motivation of Brimob Personnel plays a very important role in improving their performance. The level of work discipline of members and the work motivation of members will greatly affect the performance of members and affect the productivity of an Organization. Ivancevich, (2013), stated that an organization cannot run well if the management of members in discipline and motivation towards members is not managed properly. So that the researcher is interested in further examining the influence of work motivation and work discipline variables on member performance in Polri Corps Brimob members.

Problem Formulation

Based on the background of the problem described above, the formulation of the problem in the study is as follows:

1. How big is the influence of motivation on the performance of Polri members who serve in the Brimob Corps?
2. How big is the influence of work discipline on the performance of Brimob Corps members?
3. How big is the influence of motivation and work discipline together on the performance of Brimob Corps members?

II. LITERATURE REVIEW THEORY

Motivation

Motivation is a force that exists within a person, which drives behavior to take action. So, real motivation is a force that causes a person to produce something according to what he says, not just promises and desires, (Dwi & Arif, 2022).

Discipline

Discipline is something that is very important for an organization or company and maintains or continues its life. This is because only with high discipline can an organization achieve high performance. This is in accordance with the opinion, (Sumar et al., 2020), as follows: "In other words, discipline is an important element that influences performance in an organization. No organization achieves higher performance without implementing discipline to a higher degree. Discipline is a tool or means for an organization to maintain its existence (Fama et al., 1980), (Chang & Sun, 2016).

Performance

Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties according to the responsibilities given to him. According to (Jarot Prianggono, 2022) performance is a description of the level of achievement of task implementation in an organization, in an effort to realize the goals, objectives, mission, and vision of the organization, Mangkunegara (2011: 67) performance is the quality and quantity of work results achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

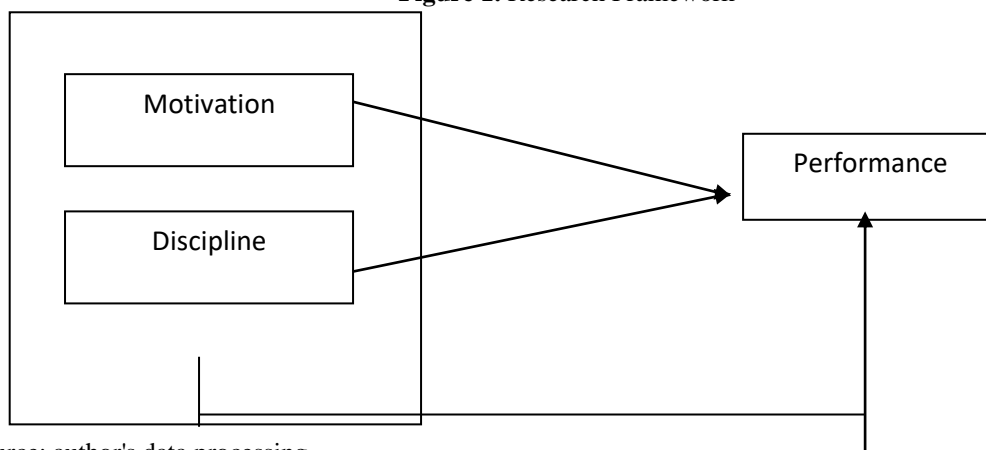
Factors Affecting Performance

Based on the definition of performance put forward by (Nkundabanyanga et al., 2021) (Junaidi et al., 2023) which states that performance is a function of the interaction between ability, motivation, and opportunity, where performance is determined by factors of ability, motivation, and opportunity.

According to (Lestari & Farida, 2022), a Member is considered to show the possibility of not performing according to the level of ability, it could be because the work environment is also not supportive. The availability of adequate tools, equipment, materials, and supplies, favorable working conditions, helpful coworkers, supportive work rules and procedures for work, sufficient information to make decisions related to work, adequate time to do a good job, and the like are conditions that cause a Member to perform according to the level of ability they have. If the Member does not get it, it is clear that his performance will be disrupted.

Research Framework

Figure 1. Research Framework



Source: author's data processing

Research Hypothesis

Based on the formulation of the problem, literature review, and review of previous research, two hypotheses are formulated in this study, namely:

1. Work Motivation, has a partial effect on Member Performance in the Brimob Corps.
2. Work Discipline, has a partial effect on Member Performance in the Brimob Corps.
3. Member Performance, Affects Work Motivation and Member Discipline in the Brimob Corps.

III. RESEARCH METHODOLOGY

This study uses a quantitative descriptive approach and the distribution of questionnaires distributed to 125 respondents. The respondents are members of the Brimob Corps, but only 100 respondents filled out the questionnaire correctly. Data that has been declared valid and reliable through instrument testing is processed using multiple linear regression tests using simple statistics. Simultaneous hypothesis testing for work motivation and work environment variables (F Test) and partial hypothesis testing for work motivation variables work environment affects employee performance (t Test)

RESEARCH RESULTS AND DISCUSSION

Regression Analysis

Simultaneous F Test

Tabel 2. F Simultan test ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	924,565	2	462,283	32,338	,000 ^b
Residual	1615,392	113	14,296		
Total	2539,957	115			

a. Dependent Variable: Kinerja
 b. Predictors: (Constant), Disiplin, Motivasi

Source: Research data processed 2024

Based on the results of the simultaneous F test (Anova Test) as seen in the ANOVA table, the Fcount value is obtained = 32.338. and sig. 0.000. The Ftable value used for the 5% error rate with df = 100 is 3.07 and the Sig. value 0.000 < 0.05, it can be explained that the Motivation (X1) and Discipline (X2) variables together have a significant effect on the Member Performance variable (Y).

Partial Test

Table 3. Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15,061	4,630		3,253	,002
Motivasi	,090	,048	,144	1,884	,062
Disiplin	,570	,078	,560	7,333	,000

Source: Research data processed 2024

Based on the Coefficients table, the results of the partial test (t-test) can be clearly seen, namely: Motivation Variable (X1), based on the results of the t-test, the t-count value is 1.884 and Sig. 0.062, while for the t-table with sig. A = 0.05 and df = 100, the t-table is smaller than 1.658. The t-count value is greater than the t-table: t-count 1.884 > t-table 1.658, this shows that there is an influence between motivation and Member performance. Discipline Variable (X2), based on the results of the t-test, the t-count value is 7.333 and Sig. 0.000, while for the t-table with sig. A = 0.05 and df = 100, the t-table is 1.658. The calculated t value is greater than the t table: t count 7.333 > t table 1.658, this shows that there is an influence between discipline and Member performance.

Multiple Linear Regression Equation

From the results of the statistical comparison above, if entered into the multiple linear regression formula, it will form the equation below:

$$Y = 15.061 + 0.090X1 + 0.570X2$$

The equation above has the following meaning:

The Member performance variable has a value (constant) of 15.601 if the variable X1 (Motivation), variable X2 (Discipline) has 0 (zero) then it has no effect. Variable X1 (Motivation) has a value of 0.090, which means that variable X1 increases by one unit, it will increase the influence of 0.090 on variable Y (Performance) Variable X2 (Discipline) has a value of 0.570, which means that variable X2 increases by one unit, it will increase the influence of 0.570 on variable Y (Performance)

Coefficient of Determination

Table 5. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R Square Change	F Change
1	,603 ^a	,364	,353	3,78094	,364	32,338

a. Predictors: (Constant), Discipline, Motivation
 b. Dependent Variable: Performance

Source: Research data processed 2024

From the results of the statistical calculations above, the following explanation can be described: The R square value (r determination) of 0.364 means that the Independent Variable (X1 = Motivation and X2 = Discipline) has an influence of 36.40% on the Dependent Variable (Y = Performance), while the remaining 63.6% is influenced by other factors not discussed in this study.

Hypothesis Testing

Testing the first hypothesis

Ho: $\beta_1 = \beta_2 = \beta_3 = 0$ (there is no influence of Motivation X1, and Discipline X2 simultaneously on performance (Y))

H1: $\beta_1 \neq \beta_2 \neq \beta_3 \neq 0$ (there is an influence of Motivation X1, and Discipline X2 simultaneously on performance (Y))

$\alpha = 5\%$ then the F table value = 3.07

F statistic = $462.283 / 14.296 = 32.336$

Because the F statistic value is greater than the F table value Ho is rejected, thus it can be concluded that based on the existing research sample there is a significant positive influence simultaneously on the Motivation variable on Performance and at the same time the first hypothesis has been proven.

Testing the Second Hypothesis

Ho: $B_1 = 0$ (There Is No Influence Of Motivation X1, On Performance Y)

Ho: $B_2 > 0$ (There Is A Positive Influence Of Motivation X1, On Performance Y)

$\alpha = 5\%$ Then The T Table Value = 1.658

T Statistic = $0.090 / 0.048 = 1.875$

Because The T Statistic Value Is Greater Than The T Table Value Ho Is Rejected, Thus It Can Be Concluded That Based On The Existing Research Sample, There Is A Significant Positive Influence Together Of The Motivation Variable On Member Performance So That The Second Hypothesis Is Proven.

Testing the third hypothesis

Ho: $\beta_1 = 0$ (there is no influence of Discipline X2 on Performance Y)

Ho: $\beta_2 > 0$ (there is a positive influence of Discipline X2 on Performance Y)

$\alpha = 5\%$ then the T table value = 1.658

T statistic = $0.570 / 0.078 = 7.307$

Because the T statistic value is greater than the F table value Ho is rejected, thus it can be concluded that based on the existing research sample there is a significant positive influence together of the Discipline variable on Performance and at the same time the first hypothesis has been proven.

Interpretation of Research Results

From the results of multiple regression analysis and the description in the previous section that simultaneously. There is a significant positive influence of the variables Motivation (X1) and Discipline (X2) on Performance (Y) partially, Variable X partially influences performance, based on the values of the independent variables in the model does not have very high accuracy, because R^2 is only 0.364 which means 36.40% is influenced by others that have been detected in this study, but based on several references it can be indicated on these factors.

IV. DISCUSSION

The Influence of Motivation on Performance

There is a significant influence of motivation on Performance in the Brimob Corps. In this condition, it is hoped that the Brimob Corps and management will pay attention to the motivational factors of its members. Positive motivation plays an important role in improving the performance of Brimob members by encouraging enthusiasm, job satisfaction, commitment, creativity, cooperation, skill development, and resilience. Effective motivation management is the key to achieving optimal results in police duties and operations carried out by the Brimob Corps. The results of this study are in line with (Lestari & Farida, 2022), (Jarot Prianggono, 2022), (Pradipta et al., 2024) but research results that have no effect were not found.

The Influence of Discipline on Performance

Based on the results of the study above, it can be seen that the work discipline of the members greatly influences the performance of the members. Discipline has a very positive effect on the performance of Brimob members by increasing compliance with rules, efficiency, reducing errors, leadership, readiness, service quality, career development, and team coordination. The implementation of good discipline in the Brimob Corps supports the achievement of effective operational goals and improves the overall performance of the unit, therefore the Brimob Corps must always improve work discipline so that the performance of Members continues

to improve. This research is in line with the results of research (Chamariyah et al., 2022) and (Hefrizon, 2014). While the results of research that have no effect have not been found.

The Influence of Motivation and Discipline on Performance

There is a significant positive influence together on the Motivation and Discipline Variables on Performance in the Brimob Corps. Based on the results of the study Motivation and work discipline on the performance of Brimob Corps Members In a company, providing motivation through the application of discipline to members in the organization is very important as an effort to improve performance in order to achieve common goals. From the results of the analysis above by comparing it with several previously existing theories, Hasibuan (2001:34) said that performance is a work result achieved by a person in carrying out the tasks assigned to him which is based on skills, experience and sincerity and time. The results of this study are in line with research from (Kamaruddin, 2021) which states that motivation and discipline together affect performance.

V. CONCLUSION AND SUGGESTIONS

Conclusion

This study aims to determine the effect of motivation and discipline on the performance of Brimob Corps Members. Based on the results of the analysis and it can be concluded that motivation and discipline have an influence on performance, the statistical conclusions can be explained as follows: that partially motivation and discipline affect the performance of members in the Brimob Corps. Motivation and discipline together on Member Performance in the Brimob Corps.

Suggestions

The Brimob Corps to be able to increase Member motivation by providing salaries or bonuses for Members who are orderly and never absent, still providing annual leave for Members, so that Members can maximize their work, the Organization can provide opportunities for Members. The Brimob Corps must make efforts to work discipline can pay special attention to time discipline and work discipline, for that it requires exemplary behavior from leaders or superiors, so that it can be used as an example. In addition, leaders must be able to protect, guide, and supervise continuously. There needs to be a clear reward and punishment system in the organization, and create clear work rules for guidelines or guides for Members in carrying out or completing each job. In this regard, it is necessary to re-evaluate the Standard Operating Procedure (SOP) as a guideline for implementing each job.

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