

Professionalism Analysis of the Discipline and Performance of Police Officers at Polres Jenesponto

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Abstract

This research aims to find out how professionalism influences the discipline and performance of the police officers at the Jeneponto Police Headquarters directly or indirectly. This research uses a quantitative approach that intends to explain the position of the variables under study and the relationship between one variable and other variables. This research demonstrates the causal relationship between the variables through hypothesis testing. In this study, the analysis method used is the path analysis model using the Smart PLS 3.2.8 program. The results of this study show the variable professionalism partially with a coefficient value of 0.827 which indicates a positive and significant effect on the performance of the police apparatus at the Polres Jeneponto, which means that the better the professionalism, the better the performance of the police officers; Discipline variable partially with a coefficient value of 0.694 which shows a positive and significant effect on the performance of the police apparatus at the Polres Jeneponto, which means that the better the discipline, the better the performance of the police officers; variable professionalism partially with a coefficient value of 0.305 which shows a positive and significant effect on the field of police officers at the Polres Jeneponto, which means that the better professionalism will increase the discipline; The partial variable of professionalism with a coefficient value of 0.252 which shows a positive and significant effect on performance through the field of the police apparatus at Polres Jeneponto, which means that the better professionalism, the better the performance through discipline.

Keywords

Professionalism, Performance, and Work Discipline.

1. Introduction

Human resources are one of the implementing elements in organizational activities that are tasked and responsible for carrying out operational activities of the organization. Therefore, human resources are objects of achieving goals and become actors to realize organizational goals (Astuti & Buqhari, 2018).

The profession is a job that is carried out as the main activity to earn a living and relies on expertise. Meanwhile, professionalism is the commitment of professionals to their profession and the 'spirit' or spirit, way of thinking, methods, and practices that permeate and describe a series of characteristics of the work in question.

Policing in all its meanings is thus a profession. In supporting the professionalism of the police, the police are required in carrying out their duties to have a disciplined attitude. Discipline or internal work discipline for a police officer is essential, according to Wanta (2017); professional employees have a disciplined attitude because through work discipline, employees will be motivated to obey and be responsible for carrying out their duties. Therefore, work discipline has an essential role in improving the performance of its employees in achieving organizational goals.

Jenepono Police Station, one of the police organizations under the South Sulawesi Police's jurisdiction, has its address at Jalan Pelita No. 66, Empoang, Binamu sub-district Jenepono district. This organization has the task of the police in general, namely maintaining security and order, enforcing the law, and providing protection, protection, and service to the community, especially in the Jenepono district.

Along with these needs, sometimes some problems arise when these employees are available to carry out their duties. Still, the performance given by employees to the organization is in contrast to what is expected, such as the less than optimal performance achievement, which can be seen in the following Table 1.

Table 1. Achieves Performance of Jenepono Police Crimes

Year	Case Report	Resolved Cases
2018	342	215
2019	310	306

Source: Terkini.id

The Table 1 above shows that the rate of case reports has decreased from 2018 to 342, while in 2019, it fell to 310. It has increased, wherein 2018 from 342 cases, 215 cases could be resolved. While in 2019, from 310, 306 issues were resolved. These results show a pretty good performance but not following the target set by the Jenepono Police, who hopes that all reported cases must all be resolved without any delays. The data of prominent criminal cases above are cases of persecution, ordinary theft, defamation, psychotropic narcotics, fraud/embezzlement, and theft.

The performance of the Jenepono Police is note as the level of discipline in the Jenepono Police. Based on interviews with the police program leaders, it shows that there are still many police officers who lack discipline in their work, such as not carrying a KTA when on duty and other minor violations.

The lack of discipline level and the maximized performance that has not been according to the targets set by the Jenepono Police will impact the professionalism of police officers in their work. Besides that, police officers still lack discipline, especially during the lunch break, which sometimes exceeds the break time. Based on the description above, the author takes the title Analysis of professionalism on the discipline and performance of police officers at Polres Jenepono.

2. Literature Review

According to Hasibuan, Human Resources Management (HRM) can be defined as the science and art of regulating the relationship and role of the workforce to be effective and efficient in the use of human capabilities to achieve the goals of each company (Hasibuan, 2012).

The part of Human Resource Management proposed by Hasibuan (Hasibuan, 2012), among others: Determine the number, quality, and placement of an effective workforce according to the company's needs based on job descriptions, job specifications, and job evaluations; Determine the withdrawal, selection, and placement of employees based on the principle of the right man in the right job; They are a welfare program, development, promotion, and termination; They are forecasting the supply and demand of human resources in the future; Estimating the state of the economy in general and the development of the company in particular; Carefully monitor labor laws and policies for providing remuneration for similar companies.

According to the Big Indonesian Dictionary (Indarti, 2014), a professional is defined as something that requires particular skills to run it. According to Keraf (Mangkunegara, 2015), a professional person is a person who does a job because he is an expert in the field and devotes all his time, energy, and attention to the job. According to Siagian

(Kurniawan, 2005), professionalism is reliable in carrying out tasks so that they are carried out with good quality, at the right time, carefully, and with procedures that are easy to understand and follow customers or the public. Lekatompessyn (Nharefa, 2004) defines professionalism as follows: Professionalism can be distinguished conceptually; a profession is a work that meets several criteria, while professionalism is an essential individual attribute regardless of whether the job is a profession or not. According to Martin (Kurniawan, 2005), the characteristics of apparatus professionalism are following reasonable governance demands, including Equality, Equity, Loyalty, and Accountability.

Discipline comes from the root word "disciple," which means learning. Discipline is a guide to train and shape someone to do something better. Discipline is a process that can foster a person's feelings to maintain and improve organizational goals objectively through compliance with administrative regulations.

This is as stated by Prijodarnanto (Wanta, 2017), which explains that what is meant by discipline is; Discipline as a condition is created and formed through a process of a series of behaviors that show the values of obedience, obedience, loyalty, order, and order. According to Handoko (Mangkunegara, 2015), the development of work discipline can be divided into 3, namely Preventive Discipline, Corrective Discipline, and Progressive Discipline.

So, from the entire disciplinary theory put forward by experts, the chosen reference as an indicator for his research is the theory of Sanjaya (2015). It puts forward several hands of his discipline, namely punctuality, good use of office equipment, high responsibility, and adherence to official rules.

Employee performance is often interpreted as the achievement of tasks. Employees must follow the organization's work program to show the level of organizational performance in achieving the organization's vision, mission, and goals. According to Gibson (Ardansyah and Wasilawati, 2014), employee performance is the desired outcome of the perpetrator. Employee performance is the degree to which employees achieve job requirements (Simamora, 2004). Performance includes output quality and awareness at work.

There are three related reasons why targeting affects performance, namely: Goal setting has a directing impact, namely focusing activities in specific directions rather than in other laws; Because the goals have been accepted, people tend to direct their efforts proportionally to the difficulty of the target; Challenging goals will produce persistence compared to light plans.

According to Handoko (in Ardansyah and Wasilawati, 2014), performance appraisal is a process through which organizations evaluate or evaluate employee performance. This activity can improve personal decisions and provide feedback to employees about the implementation of performance.

3. Methods

This study uses a quantitative approach that aims to explain the variables studied and the relationship between one variable and the other variables. This study is intended to test the hypotheses that have been formulated previously. This study will explain the causal relationship between the variables through hypothesis testing. In this study, the analytical method used is the path analysis model using the Smart PLS 3.2.8 program.

The research time used to research the completion of the thesis preparation is estimated to be approximately two months, starting from May to July 2020, located at the Jeneponto Police Station.

The population in this study is the total number of police officers from the Jeneponto police station, amounting to 218 people. Determination of the number of samples considered representative, namely using the Slovin formula to select 69 people, is obtained.

Data collection will be carried out in various settings (Sugiyono, 2016), namely: Documentation. The required documentation is various documents that show or describe essential data and information related to research; Questionnaire. Provide questionnaires to respondents (sample). This questionnaire is structured in the form of written questions given to respondents.

Based on the theory, the researcher makes a path diagram image that will be used to present the problem and determine the structural equation to provide a relationship between the path diagram variables.

Based on the research objectives, the hypothesis test design that can be used is the path analysis method—used to analyze the relationship between the variables. This model is used to determine the direct or indirect effect of a set of independent (exogenous) variables on the bound (endogenous) variable. According to Sugiyono, the path coefficient is a standardized regression coefficient, namely the regression coefficient calculated from a database that has been set in standard jackfruit (Z-score) (Sugiyono, 2016).

This analysis is assisted with the help of Smart PLS 3.2.8 software (Figure 1).

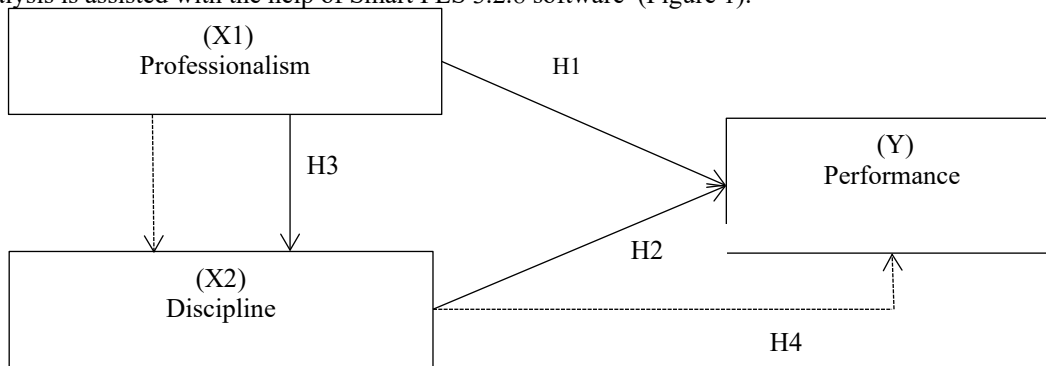


Figure 1. Conceptual Outline Images

4. Results

In this study, the processing of hypothesis test data was conducted using Smart PLS 3.2. Eight to see the direct influence and indirect influence (mediation) (Table 2 and Table 3).

Table 2. Direct Influence Hypothesis Test

Variables	Standard Coefficient Beta	T-test	Sig.
Discipline => Performance	0.305	3.618	0.000
Professionalism => Discipline	0.827	16.554	0.000
Professionalism => Performance	0.694	8.385	0.000

Table 3. Indirect Influence Hypothesis Test

Variables	Original Sample (0)	T-Statistic	P-Value
Professionalism => Discipline => Performance	0.252	3.330	0.001

4.1. Effect of Professionalism on Performance (Direct Influence)

Based on the table 2 above, the effect of professionalism on performance shows a coefficient value of 0.694 (positive). The t-statistic value is 8.385, which is greater than the t-table 1.66, and the P Values is 0.000, more diminutive than 0.05. It can be said that professionalism has a positive and significant effect on performance so that, in this case, the research hypothesis is accepted.

Based on the results of statistical tests for the professionalism variable, it is concluded that professionalism partially has a positive and significant effect on performance. This shows that the better the professionalism, the better the understanding. The results also show that respondents' responses about professionalism to account show that the average respondent's responses are high/good. However, there are still those who show doubtful and disapproving

reactions to the professionalism currently felt on performance. Based on the results of interviews and observations, some police officers in carrying out their duties are not yet professional, so it affects performance.

The results of this study are supported by the opinion expressed by Wibowo, which states that professionalism is an ability or expertise to carry out or perform a job or task that is based on skills and knowledge and is supported by the work attitude demanded by the position to improve performance (Adri, 2017).

These results are also supported by Abdullah Adri's research with the title *The Effect of Professionalism and Organizational Commitment on Employee Performance at the Inspectorate Office of South Sulawesi Province*, where the research results show professionalism has a positive and significant effect on employee performance (Adri, 2017).

Employee performance is often interpreted as the achievement of tasks. Employees must follow the organization's work program to show the level of organizational performance in achieving the organization's vision, mission, and goals. According to Gibson (Ardansyah and Wasilawati, 2014), employee performance is the desired outcome of the perpetrator. Employee performance is the degree to which employees achieve job requirements (Simamora, 2004). Performance appraisals generally include both qualitative and quantitative aspects of the performance of the work implementation (Nath et al. 2021; Suharyanto et al. 2021; Umanailo et al. 2021). According to Mathis (in Simamora, 2004), the factors that influence employee performance are the employee's ability to do the job, the level of effort devoted, and the organizational support he receives. About any management function, human resource management activities must be developed, evaluated, and modified if necessary so that they can contribute to the competitive performance of organizations and individuals in the workplace. Factors affect employees in their work, namely the ability of employees to do the job, the level of effort devoted, and organizational support.

4.2. The Effect of Discipline on Performance (Direct Influence)

Based on the table 2 above, the effect of discipline on performance shows a coefficient value of 0.305 (positive). The t-statistical value is 3.618, which is greater than t-table 1.66, and P Values is 0.000, more diminutive than 0.05. It can be said that discipline has a positive and significant effect on performance so that, in this case, the research hypothesis is accepted.

Based on the results of statistical tests for the discipline variable on performance, it is concluded that discipline partially has a positive and significant effect on performance. Based on these results, it shows that the better the domain, the better the performance of the apparatus. The results showed that respondents' responses to discipline on the account revealed that the average respondents' reactions were high/good. However, there were still those who showed doubt, disagree, and strongly disagree with the current perceived performance of discipline. Based on the results of interviews and observations, it is shown that there are several officers at work that have not been fully disciplined at the Jenepono Police Station, so that it has an impact on their performance.

This is following the opinion expressed by Wahyudin, namely that many factors can affect performance, including motivation, leadership, work environment, work discipline, work culture, communication, commitment, position, quality of work-life, training, compensation, job satisfaction, and many others. All of these factors affect what happened, some are dominant, and the tone is not (Pangarso, 2016).

Discipline comes from the root word "disciple," which means learning. Discipline is a guide to train and shape someone to do something better. Discipline is a process that can foster a person's feelings to maintain and objectively improve organizational goals through compliance with administrative regulations.

Discipline is essential for organizational growth, used primarily to motivate employees to be self-disciplined in carrying out their work both individually and in groups. Besides that, the field helps educate employees to obey and enjoy the rules, procedures, and policies that sound to produce a good performance.

This, stated by Prijodarnanto, explains what discipline is; Discipline as a condition is created and formed through the process of a series of behaviors that show the values of obedience, obedience, and obedience, loyalty, order, and order (Wanta, 2017). These values have become part of the behavior in his life. This behavior is created through the fostered process through family, education, and experience. So, it can be understood that discipline is inherent in a person. The field is obtained from coaching starting from the smallest and simplest environment, namely the family.

These results are also supported by Astadi Pangarso and Putri Intan Susanti with the title the effect of work discipline on employee performance in the primary social service bureau and regional secretariat of West Java province (Pangarso et al, 2016). The results of the research show that work discipline has a positive and significant effect on employee performance.

According to Desler, performance appraisal is an attempt to compare the actual performance of employees and the expected work performance of them (Ardansyah and Wasilawati, 2014). If the account is not following the standard, it is necessary to develop a performance improvement plan. In assessing the performance of employees, not only physically, but also the overall work implementation involves various fields such as workability, craft, discipline, work relations, or particular matters according to the area and level of work.

4.3. The Effect of Professionalism on Discipline (Direct Influence)

Based on the table 2 above, the effect of professionalism on discipline shows a coefficient value of 0.827 (positive). The t-statistic value is 16.554, which is greater than the t-table 1.66, and the P-value is 0.000, which is smaller than 0.05. It can be said that professionalism has a positive and significant effect on discipline, so that, in this case, the research hypothesis is accepted.

Based on the results of statistical tests for the variable of professionalism on discipline, it is concluded that professionalism partially has a positive and significant effect on sentences. Based on these results, it shows that if professionalism is getting better, it will increase discipline (Kanto et al. 2020; Lionardo, Kurniawan, and Umanailo 2020; Sa'adah et al. 2019). The results showed that respondents' responses about professionalism to discipline showed that the average respondent's responses were high/good even though there were still those who showed doubt, disagree, and strongly disagree with the professionalism that is currently felt towards discipline. Based on the results of interviews and observations, it shows that there are several police officers at the Jeneponto Police Station that has not demonstrated professionalism in their work, so that affects the level of discipline.

These results are in line with the theory put forward by Kusnandar that professionalism is the condition, direction, value, purpose, and quality of skill and authority related to one's livelihood (Saputra, 2019). Professional employees at work always obey the rules and are disciplined in carrying out the assigned tasks.

These results are also supported by Alvianti Yusticia Wulandari's research (2019) with the title The Effect of Teacher Professionalism on Student Discipline at Bangetayu Wetan 01 Elementary School the research show that professionalism has a positive and significant effect on discipline.

To condition employees to be able to carry out disciplinary actions, there are several corrective principles (Wanta, 2017): 1. Discipline is done personally; 2. Discipline must be constructive; 3. Discipline is carried out directly and immediately; 4. Justice in discipline; 5. Management should not discipline when employees are absent; 6. After the discipline should be reasonable again.

From some actions above, it can be explained that discipline is applied to employees according to violations and actions. They are carried out effectively because ineffective punishment to employees will lead to illegal strikes by employees and can affect employee performance which involves the agency.

4.4. The Effect of Professionalism on Discipline and Performance (Indirect Influence)

Based on the table 3 above, it can be seen that the effect of professionalism on discipline and performance shows a coefficient value of 0.252 (positive), the t-statistic value is 3.330, which is greater than t-table 1.66, and P Values is 0.001, which is smaller than 0.05. It can be said that professionalism has a positive and significant effect on performance if it is mediated by discipline so that, in this case, the research hypothesis is accepted.

The study results show that the variable of professionalism has a positive and significant effect on performance if mediated by discipline. These results indicate that if professionalism is getting better, it will improve performance if mediated by domain (Djibu, Shofwan, and Basrun 2019; Rachman et al. 2019; Rumaolat et al. 2019). The results showed that respondents' responses about professionalism to discipline and performance showed that the average respondent's responses were high/good even though there were still those who showed doubt, disagree, and strongly disagree with the discipline and performance currently perceived towards professionalism. Based on the results of

observations and interviews, it shows that several officers do not have a professional attitude in their work, so it impacts their discipline and performance.

According to the Big Indonesian Dictionary, professionalism is defined as something that requires particular skills to carry it out. Professional is a set of skills needed to do a job that is carried out efficiently and effectively with a high level of expertise to achieve maximum work goals (Indarti, 2014).

The professional attitude of the police officers at the Jenepono Police Station is reflected in the implementation of quality work that meets three criteria. They have the expertise to carry out tasks according to their field, carry job or profession by setting standard standards in the discipline concerned and take carry.

The attitude of professionalism can also have an impact on the discipline of the police, as stated by Prijodarnanto, who explains that what is meant by field is the conditions created and formed through the process of a series of behaviors that show the values of obedience, obedience, loyalty, order, and order. These values have become part of the behavior in his life (Wanta, 2017). This behavior is created through the process of fostering through family, education, and experience. So, it can be understood that discipline is integrated within a person. The field is obtained from the coaching that starts from the smallest and simplest environment, namely the family.

Discipline coaching from the family is beneficial in shaping behavior in him and can achieve self-discipline. Muchdarsyah argues: Discipline is a mental attitude that is reflected in the actions or behavior of individuals, groups, or communities in the form of obedience to the actions or provisions set by the government or ethics, norms, and rules that apply in society for specific purposes (Muchdarsyah, 2003).

This research is in line with the theory put forward by Mangkunegara in Evi Fransiska, which states that the attitude of professionalism and discipline of employees at work is one of the factors in supporting employee performance that organizational goals can be achieved (Fransiska, 2019). These results are also supported by Evi Fransiska's research with the title The Effect of Professionalism, Experience, and Discipline on the Performance of the Office of the Ministry of Religion of Probolinggo Regency.

5. Conclusions

The professionalism variable partially shows a positive and significant influence on the performance of the police officers at the Jenepono Police Station, which means that the better the professionalism, the better the performance of the police officers. Then the discipline variable partially shows a positive and significant influence on the performance of the police officers at the Jenepono Police Station, which means that the better the discipline, the better the performance of the police officers. Then the professionalism variable partially shows a positive and significant influence on the domain of the police officers at the Jenepono Police Station, which means the better the professionalism, the more disciplined it will be. And, the professionalism variable partially shows a positive and significant effect on performance through the discipline of police officers at Polres Jenepono, which means the better the professionalism, the better the understanding through the field.

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