

The Role of Work Motivation on the Work Discipline of Police Officers at the Kelapa Lima Police, Kupang City

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Abstract

Work motivation is a condition that forces or causes someone to take action consciously. Meanwhile, work discipline is a level of compliance to the existing rule and being ready to receive punishment if not following the rule. The objective of this research is to know the effect of work motivation towards work discipline for the police officers in Kelapa Lima sector police office, Kupang in 2018. This research used sampling total method of 78 samples of police officers in Kelapa Lima sector police office. The bivariate test used simple linear regression test with the level of significance or alpha 0.05. Data were collected by using work motivation psychology scale and work discipline scale. The result showed work motivation on work discipline in the Police Officers in the Kelapa Lima Sector Police, Kupang in 2018 that there is a significant effect between work motivation on work discipline. These results provide information that increased work motivation will also provide improvements to work discipline.

Keywords

work motivation; work discipline; police officers; role



I. Introduction

Police officers are human resources who are required to have good work discipline in carrying out their duties and functions. Motivation comes from the Latin word *movere* which means drive or driving force. Motivation in management is only aimed at human resources in general and in particular subordinates (Purba and Sudibjo, 2020). Motivation is an impulse that makes a person do an action and takes place consciously. Hasibuan (2014) suggests that discipline is a person's awareness and willingness to obey all the rules of an institution and social norms applicable. Several studies have found that work motivation and work discipline have a strong positive influence, meaning that a good motivator will increase good work discipline and vice versa (Andriyani & Noor, 2014; Farid, 2014; Kumarawati Raka, et al, 2017). Based on data obtained in 2017, there were 6,662 members who violated discipline in Indonesia. Violations of the code of ethics in 2016 amounted to 1,671 cases. Criminal offenses from 359 cases decreased to 170 cases in 2017 (Detik News, 2017).

The data obtained at the Kelapa Lima Police showed that the police were indisciplined in the form of not attending the morning and afternoon apples, not entering the office without information/no news to superiors, not carrying out picket duty according to the appointed time, not working on reports, and chatting during working hours. The reasons that often arise are illness, time off, decreased enthusiasm for work, decreased enthusiasm for completing the reports given and broken motorcycle tires. Most of the absenteeism of members is due to a lack of enthusiasm for work and laziness to complete reports on time. The Head of the Sector Police (Kapolsek) takes coaching actions to deal with the work discipline of members. Coaching is done orally and in writing. Researchers also made observations on Thursday, January 18, 2018, at the Kelapa Lima Police Station

from 9.00 to 11.00 in the morning. On average, members of the Kelapa Lima Police are chatting during working hours.

Based on the problems that have been described, the researcher feels the need to research "The Influence of Work Motivation on Work Discipline of Police Officers in the Kelapa Lima Sector Police of Kupang City in 2018." The purpose of this study was to determine the effect of work motivation on work discipline in the Police officers in the Kelapa Lima Sector Police, to determine the level of work motivation of the Police officers in the Kelapa Lima Sector Police, and to determine the level of work discipline of the Police officers in the Kelapa Lima Sector Police.

II. Research Method

The variables used in this research are work motivation and work discipline. Work motivation as the independent variable and work discipline as the dependent variable. The sample used in this study was obtained through a total sampling technique of 78 police officers in the Kelapa Lima Sector Police of Kupang City. The research instrument used is the work motivation scale which is used to measure the work motivation of the Police in the Kelapa Lima Sector Police and the work discipline scale which is used to measure the work motivation of the Police. Measuring the work discipline of the Police in the Kelapa Lima Sector Police. The data analysis technique used univariate analysis and bivariate analysis. Univariate analysis used in this research is descriptive analysis consisting of maximum value, minimum value, mean value, and standard deviation. The statistical method used in the bivariate analysis, namely the simple linear regression test, is a procedure used to determine the effect of the work motivation variable (X) on work discipline (Y).

III. Results and Discussion

3.1 Results

Based on statistical analysis, it was found that the work motivation variable moved from a very low score of 6.4%, and the last one was a very high score of 28.2%. While the work discipline variable obtained a very low score of 12.6% and a very high score of 23.1%. The model summary table shows that the R-value (correlation coefficient) is 0.633, which means that there is a correlation between the work motivation variable and work discipline, while (R²) 0.400 illustrates that the work motivation variable contributes 40% to the work discipline variable, while 60% the rest is influenced by other variables. Based on the results of the ANOVA test of the F-table value with an alpha value (α) of 0.05 and the degree of freedom regression of 1 and the value of the degree of freedom residual is 76, the F-table value of 3.97 is obtained so, the conclusion is the value of F-count F-table i.e. 50,683 3.97. This means that Ho is rejected and Ha is accepted or there is an influence between work motivation and work discipline.

In general, the simple linear regression equation is $Y = a + bX$ so that a simple linear regression equation is obtained, namely:

$$Y = 77.741 + 0.581X$$

Description:

a = constant number of Unstandardized Coefficients. The results of the simple linear regression test showed a value of 77.741. This number is a constant number which

means that if there is no work motivation (X) then the consistent value of work discipline (Y) is 77.741.

b = number of regression coefficients. The value is 0.581. This figure means that for every 1% additional work motivation, work discipline will increase by 0.581. The value of the regression coefficient is positive, so it can be said that work motivation (X) has a positive effect on work discipline (Y).

The significance value of 0.000 is smaller than the probability of 0.05 so it can be concluded that H_0 is rejected and H_a is accepted. This means that work motivation significantly affects work discipline. It is also known that the t-count value is 7.119 with an alpha value of 0.05 and $df=78-2=76$. Looking at the t-table of 1.991 and t-count of 7.119 so that $t\text{-count} > t\text{-table}$, it can be concluded that H_0 is rejected and H_a is accepted, this means that work motivation significantly affects work discipline.

3.2 Discussion

Based on the descriptive analysis on the work motivation variable, the frequency distribution of the answers given by most of the respondents was 26.9% or as many as 21 respondents who were in the high category while on the work discipline variable, the frequency distribution of the answers given by most of the respondents in the high category was 51.3% or as many as 40 respondents. This illustrates that the percentage value of work motivation is lower than the percentage value of work discipline which is in the high category so it is necessary to increase work motivation so that it can have a positive effect on increasing work discipline.

Based on the results of research on the effect of work motivation on the work discipline of the Police at the Kelapa Lima Police, it is known that work motivation has a significant influence on the variable of work discipline of the Police. Through simple linear regression analysis, it is known that the t-count is 7.119 and the t-table is 1.991 which means that the $t\text{-count} > t\text{-table}$ is so that it can be concluded that the variable of work motivation has an effect on work discipline. The results of this analysis are in accordance with research from Razikkin (2014) which states that motivation has a significant effect on work discipline. In addition, the results of this analysis are also in accordance with research from Sutrisno (2014) which states that the size of motivation can affect the establishment of discipline.

The model summary table shows that the R-value (correlation coefficient) is 0.633, which means that there is a correlation between the work motivation variable and work discipline, while (R^2) 0.400 illustrates that the work motivation variable contributes 40% to the work discipline variable, while 60% the rest is influenced by other variables. The results of this study are strengthened by research from Kirana (2013) which concludes that there is a relationship between work motivation and employee discipline with a strong correlation. The percentage of work motivation has an effect on work discipline of 68.4%, while the rest is influenced by other factors.

Other factors that can affect work motivation are awards and years of service, where someone wants to be rewarded for the achievements that have been made. The existence of an award will increase work motivation because someone will try to achieve the award and the tenure can also affect work motivation. The relatively new working period makes this a means of proving their abilities, but there are also those with a very long working period and even towards the end they also have high work motivation, because they want to end their career with a good impression or for other reasons (Mulyadi, 2015).

The salary (salary) can also affect work motivation, where some people feel enough with the salary received but some people feel it is not enough with the salary received. Employees/employees in meeting their physiological needs as in Maslow's hierarchy of needs need to be given a decent salary so that their physiological needs are met (Mulyadi, 2015).

In addition, differences in gender or gender, namely women and men, also affect one's work motivation. This is also supported by McClelland's theory of three needs that can motivate individuals, namely: the need for achievement, the need for affiliation, and the need for power. McClelland's theory of needs does not state that these three needs are only owned by men or women. These three needs are shared by both men and women. Therefore, McClelland's theory of needs proves that in fact there is no difference between men and women regarding the factors that influence their motivation to work, so the motivation between men and women is not different, meanwhile, according to Nurjaya (2013) that there are differences in men's work motivation. with very good category than women with good category.

The work environment can also affect a person's work motivation, where a comfortable work environment, adequate work facilities will create a friendly work environment. If the work atmosphere is comfortable, it will increase work motivation at work. This is supported by research from Rezita (2011) which states that the work environment has a positive effect on work motivation.

Job satisfaction is another aspect that can affect work motivation. Job satisfaction reflects a person's feelings towards his job. Luthans (2006) provides a comprehensive definition of job satisfaction which includes cognitive, affective, and evaluative reactions or attitudes and states that job satisfaction is "a happy emotional state or positive emotion that comes from evaluating one's job or work experience. This is supported by the results of research from Gunawan (2012) that there is a significant relationship between job satisfaction and work motivation, meaning that the higher the job satisfaction of an employee, the higher his work motivation.

IV. Conclusion

Based on the results of the research conducted, the following conclusions can be drawn:

1. From the results of the descriptive analysis of work motivation variables, it was found that most of the police officers at the Kelapa Lima Police had work motivation with a very high category of 28.2%.
2. From the results of descriptive analysis of work discipline variables, it was found that most of the police officers at the Kelapa Lima Police had work discipline with a very high category of 23.1%.
3. Work motivation was found to have an effect on work discipline in police officers at the Kelapa Lima Sector Police in 2018 with a simple linear regression value of 77,741 and a significance of 0.000. Work motivation has an influence of 40% on the work discipline variable ($R^2 = 0.40$).

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