

Is Organizational Performance Largely Determined By The Quality Of Human Resources, And Has Integrity So That It Is In Accordance With The Placement Of Police Personnel In The Aceh Regional Police, Indonesia.

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Abstrak

The variables of competency, integrity, job placement and organizational behavior on organizational performance among members of the Aceh Regional Police are the main objectives of this research. The descriptive research approach and causal design approach and sampling for this research were carried out using the proportional sampling method, namely in determining the sample of subject researchers, namely 396. The analysis technique used was multiple regression analysis using the SPSS 22 program. The research results showed that competence had a positive effect and significantly to the performance of Polri members in the Aceh Regional Police, integrity has no effect on performance, personnel placement has no effect on the performance of the personnel organization, and personnel placement has an effect on the performance of the personnel organization. has a positive and significant effect on the Organizational Performance of the Aceh Regional Police. Achieving final stage performance results is an organizational goal that is largely determined by the existence of human resources, both quality and quantity. Human resources can do everything with integrity in accordance with correct principles. Integrity is closely related to commitment, likewise integrity and commitment have the power to achieve organizational goals.

Keywords: Integrity; Job Placement; Organizational Behavior; Organizational Performance

1. Introduction

The career pattern describes the career development path of each Polri personnel as well as their relationships and suitability from the completion of initial formation education to the end of their service. One of the big things in the development of Polri careers that is currently happening is the phenomenon of productivity of Polri members.

Successful organizations will focus on human resources to function optimally. Continuity of an organization or a company is determined by the existing human resources, both quality, and quantity. Human resources play an important role in achieving corporate goals. Successor failure of a business is largely determined by human behavior which is carrying out the work. When placing the human resources are not by the expertise and capabilities it has, it will affect the performance of human resources.

Employees as human resources have the ability, skills, and expertise that can drive the organization to improve productivity or progress of the organization[1], According Simamora (2004: 4), effective human resources as one of the resources of the organization/company that are important to the company's success in achieving its goals.

To develop human resources in a systematic, well-planned, effective and efficient to promote the progress of the organization to achieve its objectives, and encourages these employees to have a high performance of the organization[2], Performance is the level of

achievement for the implementation of specific tasks. According Hasibuan in Yani (2012) the employee's performance is a result of work achieved in executing the tasks assigned to them based on skills, experience, and sincerity as well as time[3].

2. Methodology

The research was conducted at the Aceh Regional Police (Polda). In this research, the design used was a quantitative descriptive design, and a study of the relationship between variables (causal design) was also carried out. The variables of competency, integrity, job placement and organizational behavior on organizational performance among members of the Aceh Regional Police are the main objectives of this research. The descriptive research approach and causal design approach as well as sampling in this research were carried out using the proportional sampling method, namely in determining the sample of research subjects, namely 396. The analysis technique used was multiple regression analysis using the SPSS 22 program. Collecting useful data in this research from primary and secondary sources.

3. Result and Discussion

Results and discussion can be presented as a unified unit containing research findings and their explanations.

3.1. Result

To determine whether there is a simultaneous and partial influence of integrity and organizational commitment on employee performance at the Aceh Regional Police, a multiple linear regression analysis was carried out as shown in Table 2 below:

Table 2. Results of Linear Regression Analysis

Model	Coefficients unstandardized		Standardized Coefficients	t	Sig.	
	B	Std. Error	beta			
1	(Constant)	11.227	2.623		4.281	0.000
	Integrity (X ₁)	0.594	0.049	0.741	12.164	0.000
	Organizational commitment (X ₂)	.190	0.041	.281	4.606	0.000
Dependent Variable: Performance Officer (Y)						

Based on the results of multiple linear regression to get the following results:

$$Y = 11.227 + 0.594 X_1 + 0.190 X_2$$

Constants (a) shows the amount of performance, if the integrity and organizational commitment = 0, then the performance of employees 11.227. The regression coefficient integrity variable of 0.741, which means that every one-unit increase in integrity then the employee performance will increase by 0.741 units assuming other variables constant. The regression coefficient variable organizational commitment of 0.281, which means that every one-unit increase in organizational commitment the employee performance will be increased by 0.281 units to consider other variables constant. The results integrity variable has a value Sig. t of 0000 while the value of α of 0.05. Based on these results it can be stated that the sig t < 0.05), so that H_0 accepted and H_a rejected, then the partial variable X_1 significant effect on variable Y

The organizational commitment variable has a value Sig. T of 0000 while α value of 0.05. Based on these results it can be stated that the sig $t < 0.05$ so that H_0 is rejected and H_a is accepted, then partially X_2 significant effect on variable Y.

To determine the effect of independent variables integrity, organizational commitment to employee performance dependent variable that it is necessary to test t. Partial testing can be seen from the t-test, if the probability value < 0.05 , H_0 is rejected, which means there is a significant effect. Partial test results can be seen in the following table:

Table 3. Partial test (t-test) Coefficients

Model		Coefficients unstandardized		Standardized	t	Sig.
		B	Std. Error	beta		
1	(Constant)	11.227	2.623		4.281	0.000
	Integrity (X1)	0.594	0.049	0.741	12.164	0.000
	Organizational commitment (X2)	0.190	0.041	0.281	4.606	0.000

Dependent Variable: Performance Officer (Y)

Based on the partial test results obtained for work motivation variable $t = 12.164$ with a significance value of 0.000. then H_0 is rejected and H_a is accepted. This shows that the partial H_1 stating that there is an influence on employee performance acceptable integrity. Based on the partial test results obtained by the organization's commitment to the variable $t = 4.606$ with a significant value of 0.000. Because a significant probability of much less than 0.05 then H_0 is rejected and H_a is accepted. This shows that partial H_2 stating that there is influence organizational commitment to employee performance acceptable.

Proving hypotheses influence the integrity and simultaneous organizational commitment to employee performance is shown in Table 4 below:

Table 4. Simultaneous Test (Test F)

Model		Sum of Squares	df	mean Square	F	Sig.
1	Regression	2509.807	2	1254.903	82.360	0.000b
	Residual	1599.860	105	15.237		
	Total	4109.667	107			

Dependent Variable: Performance Officer (Y)

From Table 4 unknown variables Integrity and Organizational Commitment has F value of 82.360 and significance value of 0.000 for the F test significance value of 0.000 < 0.05 means that the integrity and commitment of the organization jointly affect the performance of employees. Thus H_0 is rejected and H_a is accepted, then in this study proved acceptable H_3 .

3.2. Discussion

Integrity influences performance. From the results of testing the variable integrity hypothesis, a significance value of 0.000 was obtained. The data processing stage uses a significance level of 0.05. The results obtained show that the resulting significance value is 0.000 < 0.05 so that the decision H_1 is accepted. So it can be concluded that integrity has a significant and positive effect on performance, meaning that if the employee's integrity towards the organization is better, the employee's performance will be better, conversely, if the employee's integrity towards the organization is getting worse, the employee's performance will be worse. The results of this research are in line with research by Yusnaena

and Syahril (2013) which found that there was a significant difference between integrity and the performance of Pesisir Selatan Regency Regional Secretariat employees [18]. Then, Salwa, et al., (2018) found that employee integrity had a positive impact on performance. . Based on these findings and supported by previous research, it is possible to create good employee integrity by increasing integrity towards the organization. Integrity is acting in accordance with organizational values and policies as well as professional codes of ethics, even in circumstances where it is difficult to do so [19]. Several things that need to be considered in improving integrity are that personnel should show more courage to have great confidence in facing difficult work. Apart from that, personnel are also better able to consider the consequences of the following problems carefully when carrying out a job. For example, by considering the appropriateness of compliance or the completeness capacity of personnel before deploying to the target, it is known that the variables of integrity and organizational commitment simultaneously have a significant influence on the performance variable. From the results of the multiple linear regression analysis model:

$$EP = 11.227 + 0.594IT + 0.190OC.$$

The F test shows a significant value level of 0.000 82 360 and less than 0.05. It is hoped that this high integrity will lead to improved personnel performance. In this discussion section, authors need to create a "discussion" that fits with the presented research findings but does not repeat them. Authors need to compare the study's results with previous research findings (some of which are mentioned in the introduction). Perhaps the research results clarify, enhance, or even contradict previous research findings. If the findings turn out to be different from those of others, this may be extraordinary, and in turn, authors must address it and convince readers that these findings are correct or better than before. Although this truth sometimes does not last long, as it will be refined with new truths reported by other researchers. That's how science works.

4. Conclusion

The conclusion of the results of this research is that integrity has a positive and significant influence on performance, organizational commitment has a positive and significant influence on performance. Integrity and organizational commitment simultaneously have a significant positive effect on performance. These results will also provide input as a suggestion to the national police institution, especially the Aceh Regional Police, regarding the need to increase integrity because integrity has a dominant influence. Increased attention and integrity can be achieved through increased commitment among all personnel to achieve more optimal organizational goals..

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