

Independence Relationship to Police Member Performance of Poso Police Station

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ABSTRACT

Keywords: Members of the Independence; National Police; Performance

This study aims to analyze the relationship between independence and the performance of police members. The research approach carried out is quantitative. The data collection technique in this study is a list of questions (questioner). Data was collected through a questionnaire distributed to 155 respondents who were members of the Poso Police. In this study, the results of the analysis showed that there was a significant positive relationship between independence and performance. So, it can be said that there is a relationship between independence and performance. The findings of this study highlight the importance of independence for individual performance. The suggestions that can be given to agencies are that they can be a reference to increase the independence of members in order to improve the performance of their members.



Introduction

The National Police of the Republic of Indonesia (Polri) is an organization that has a high responsibility in maintaining order and peace in a country, which can be carried out by further enforcing the law and reducing countless criminal activities (Lambert et al., 2018). Being a police officer is also a job that is not easy and has a great risk (dangerous). The police are considered to have high standards. They are inversely proportional to ordinary people because the police must be able to solve a problem that occurs in society in the event of a conflict (Adegbile, 2017).

Based on Article 13 of Law Number 2 of 2002 concerning the National Police of the Republic of Indonesia, which regulates the duties of the National Police, namely: The existence of the obligation to maintain public security and order, enforce the law, provide safety and security services to the community. Therefore, the main task and function of the National Police is not only to protect the community but also as a law enforcement agency (Anshar & Setiyono, 2020).

Based on the duties of law enforcement officials, it can be seen that the work of the police is not an easy task. With all the limitations, expertise when conducting investigations needs to be improved in order to "teach" increasingly complex forms of crime (Koni, 2020). The country's police are constantly facing challenges in their increasingly difficult and complex work, such rapid changes in the environment require the police to continue to develop in accordance with existing changes. Although the state

police have advanced in terms of professional, moral, and modern performance, the state police are still often criticized or insulted by the public regarding the performance of its members and institutions in handling criminal investigation cases that are considered not to meet expectations (Mahayoni, 2016).

An agency or company has employees who come from good human resources because without supporting things, of course, an agency or company will experience obstacles in achieving goals (Efi & Winda, 2022). Human resources (HR) is the core of an agency or company because human resources can support an agency with energy, talent and creative ideas. How perfect is the technology and financial resources they have, if the quality of human resources does not meet the requirements, it will be difficult for the organization to achieve certain goals (Bali, 2022; Oktasari, 2018). In an organization, people who work in an industry or company are called employees. In this way, the employees give their energy, skills, and time to a company or agency. In return, the company provides wages through salaries, allowances or bonuses (Rahayu & Ajimat, 2018).

Performance means achievement or work result, but it has a broad meaning (not only results) and how the process occurs in ongoing work. Performance is a result obtained from work that strongly relates to the organization's strategic goals, customer satisfaction and contribution to the economy, Armstrong & Baron (Wibowo, 2017).

Performance is the result of the quality and quantity of work that has been achieved by an employee in carrying out tasks according to the responsibilities given (A. A. P. Mangkunegara, 2017). According to Hasibuan (2016), Performance is the result of work or output done by a person in carrying out the tasks given to him based on skills, experience, seriousness and time. Meanwhile, according to Mangkunegara (2015), Employee performance is the result of qualitative and quantitative work carried out by an employee in carrying out his duties in accordance with the responsibilities given to him.

In addition to performance, independence is one of the most important things for the smooth running and growth of a company. Independence means being able to do something without the help of others; this ability is only possessed by those who are able to think carefully about what they do or the decisions they make in terms of benefits, namely the advantages or the negative side, namely the disadvantages, Basri H in (Armanto & Sumaryati, 2014).

According to Bathi, H.K. in Sa'diyah (2017), independence is a behavior in which a person does not expect much help from others, even tries to solve his own problems and his activities are directed at himself. Meanwhile, according to (Desmita, 2017), independence is a state in which a person has a desire to compete to advance their own interests and can make a decision and have the initiative to overcome the problems faced. Independence is "the behavior of being able to take the initiative, overcome obstacles and problems, have confidence, and be able to do something without the help of others", (Sudirman, 2015).

Based on the results of interviews conducted by researchers on Poso police personnel, the researcher obtained data on Poso Police personnel, which is 587 personnel

and is divided into several functions that are in direct contact with the community, namely: the function of Traffic, Binmas, Criminal Investigation, Drugs and the function of Intelkam. Cases that occurred at the Poso Police reached 100%. From the results of the interview, it was found that there are still many personnel who often arrive late or deliberately to be late, personnel who come to the office only for a short time and leave their work just like that, relax more while working and tend to procrastinate their work, go home prematurely, there is a rotation/mutation of personnel so that personnel with the ability to function initially are transferred to other functions based on organizational policies (for example, personnel who are functioned Initially, Binmas was transferred to the Criminal Investigation function). One of the impacts of personnel rotation itself is when personnel are rotated to areas that experience network constraints and access to areas that are not good. Constraints on the network are a problem that needs to be considered because, over time, the personnel are required to send data/reports on time and require the use of applications; when the network is unstable, the reports sent will be pending and will not be recorded by the system. The demand for the use of multimedia devices is one of the obstacles, due to the lack of personnel who are able to operate the multimedia devices. In addition, there are still personnel who prioritize personal interests over the interests of the office in carrying out their duties, personnel who cannot complete work according to the time frame determined by the agency, and poor relationships between personnel, can be seen from the lack of close cooperation, lack of mutual respect so that it looks disharmonious. This has an impact on the low performance produced by personnel because many jobs will be neglected and not completed on time, which means a lack of independence in a person resulting in personnel performance not being achieved optimally.

Independence has a relationship with performance because when personnel independence is not applied in the work, personnel performance decreases. Good independence in personnel will have a good impact on the effectiveness of personnel performance, responsibility, discipline and initiative. This research needs to be carried out to train the extent of independence of Poso Police personnel. That way, it is hoped that there will be continuous performance improvement so that the goals of the company or agency are achieved more effectively and efficiently.

Research Methods

The research was conducted from June 4 to July 18, 2024, in the Poso area of Central Sulawesi, with the target being members of the Poso Police District relating to independence and performance in personnel. The study consisted of 155 samples collected using data collection techniques with questionnaires. Data is collected by distributing measurement scales through Google Forms to get fast and accurate responses. The scale used in this study is the independence scale adopted by modification from Steinberg's research in Desmita (2014), which means that the independence scale from previous researchers is taken and changes are made to statements or questionnaires for specific purposes. Then, the performance scale adopted from Dewi's research,

2023, means taking statements or questionnaires directly without changing the content of statements or questionnaires from previous researchers.

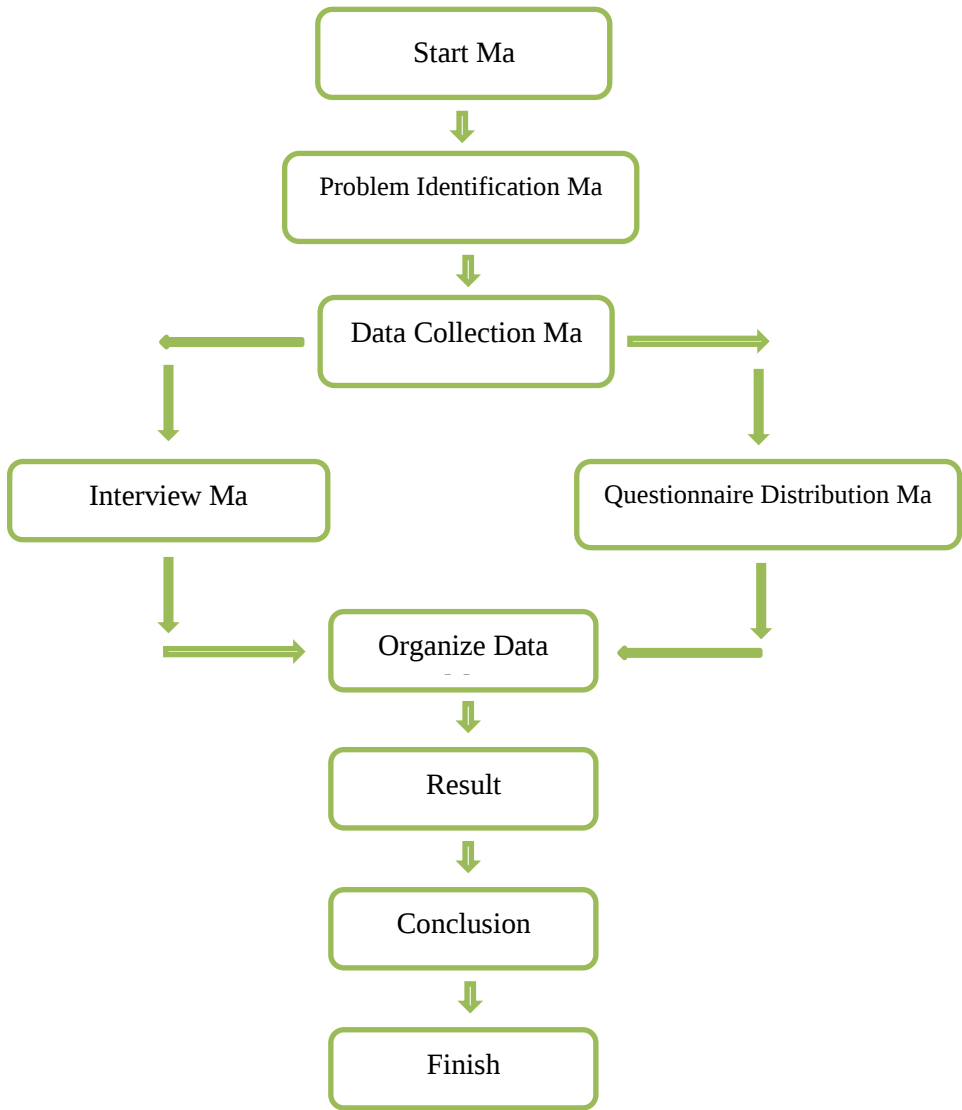


Figure 1. Research Framework

Results and Discussion

The characteristics of subjects of this study are members of the National Police with an age range of 19-50 years, where the research was conducted in Poso and members of the National Police who work at the Poso Police and are domiciled in Poso, Central Sulawesi. Some factors related to a person's independence can be seen in parenting, the surrounding environment, especially the family environment, the economy, the education system at school and society, and friendship relationships. these factors have a relationship with a person's independence; therefore, to build independence a person can start from the closest environment, namely parents.

The study's results show that the characteristics of the research subjects were

analyzed based on criteria from as many as 155 respondents, all women and men: 134 respondents aged 19-35 and 21 aged 36-50.

Based on the explanation above, this study was conducted to determine whether there is a relationship between independence and performance in Poso Police members. The results of the analysis, based on the value of the research data, will be presented one by one: validity, reliability, normality, linearity, and hypothesis tests, namely, product moment correlation tests.

The results of the first analysis, namely validity test, the results of the validity test of the independence variable, have 20 valid items out of 40 items and the performance variable has 23 valid items out of 40 items, so the total valid items are 43 items out of a total of 80 items with a reliability value of 0.9 where the item requirements can be said to be reliable if the value is > 0.05 .

The results of the normality test analysis show a significance of 0.106 based on the decision-making of the normality test; if the significance value is > 0.05 , the data is normally distributed, but if the value is < 0.05 , the data is said to be not normally distributed. The statistical value of the normality test is 0.106, which means the significance value is $0.106 > 0.05$, and the independence data and performance variables show normally distributed data.

The next analysis is the linearity test which functions to determine whether or not there is a linear relationship between the two variables, namely the dependent variable of independence and the independent variable of performance. The provisions for two variables are said to be linear if the significance value > 0.05 is said to be linear, but if the significance value is < 0.05 then the two variables are not said to be linear. The statistical results of the linearity test show a significance value of 0.118, meaning $0.118 > 0.05$ which indicates that the two variables are linearly related. This happens because the value in deviation from linearity > 0.05 .

The correlation product moment hypothesis test in the results of this study showed the acquisition of a significance of 0.000 which means that both the independence variable and the performance variable have a significant relationship. The correlation product moment test value obtained a value of 0.000 so that the results of the coefficient interval and the level of relationship between the independence scale and performance in members of the Poso Police in the Poso area of Central Sulawesi had a strong relationship level.

Based on the results of statistical tests that have been passed through each step and process prove that independence has a strong positive relationship with performance. The positive relationship in question is a bound variable, namely the higher the independence, the higher the performance of Poso Police members.

This study strengthens the previous research, which discusses "The effect of independence on the performance of civil servant agricultural extension workers in Riau province (Case study in Dumai city and Siak regency)." The research results show that independence has a positive influence on the performance of civil servant agricultural extension workers (Harahap, 2023).

Based on the explanation above, it can be concluded that the scale of independence and performance has a strong relationship with positive patterns. So, the higher a person's independence, the higher his performance.

In completing this study, the researcher also realized that there are many weaknesses in this study, the weaknesses are as follows:

- a) In this study, there is still a limitation that the research subject is only taken within the scope of the city of Poso and does not specify the specific division of the subject so it cannot be known what type of division is related to the level of independence of members of the National Police.
- b) This research also still produces research that discusses independence in general and does not have a specific level of independence
- c) In this study, only a questionnaire was used in the form of a Google form, which was still very lacking in results because it allowed respondents to fill out this questionnaire with less seriousness. With this research, it is hoped that it can be a literature reference that can be used as a reference in future research.

Conclusion

In this study, the relationship between self-reliance and the performance of Poso police officers has been analyzed. Self-reliance in Poso Police Station members and the performance produced during their duties. This research is expected to increase self-awareness in police members, especially Poso police officers, that independence in a person has a significant relationship with performance. This means that this research is expected to provide awareness to the poso police agency that independence is related to performance. Based on the data and analysis, the results showed that the relationship between independence and the performance of Poso police officers is positive. That is, the higher the independence possessed by police members, the higher the resulting performance. This finding is expected to provide insight for agencies that independence is related to performance. Therefore, agencies need to increase members' independence to improve their members' performance. For future researchers, this study opens up opportunities for further exploration of other factors that may be more related to the independence of Polri members. Future researchers should consider other untested variables or different research methodologies to obtain a more comprehensive picture..

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