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The Influence of Personnel Management and Organizational Structure on Personnel Work Effectiveness in The Security Intelligence Unit of The Depok Metro Resort Police

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Abstract: The expected objectives of this research are to analyze and determine the influence of personnel management on the effectiveness of personnel work, analyze and determine the influence of organizational structure on the effectiveness of personnel work and analyze and determine the influence of personnel management and organizational structure simultaneously on the effectiveness of personnel work in the Security Intelligence Unit of the Depok Metro Police Resort. Personnel Management has a significant influence on Personnel Work Effectiveness. The results of the partial test (t test) show that the calculated t value is 7.196, greater than the t table of 2.004, the calculated t value of the Organizational Structure variable (X_2) is 7.368, greater than the t table of 2.004, Personnel Management and Organizational Structure simultaneously have a significant effect on Personnel Work Effectiveness, F table is 2.77 with a significance level of $0.000 < 0.05$. This proves that Personnel Management (X_1) and Organizational Structure (X_2) together have a positive and significant effect on Personnel Work Effectiveness (Y). The coefficient of determination (R Square) value of 0.898 shows that 89.8% of Personnel Work Effectiveness is influenced by Personnel Management and Organizational Structure, while the remaining 10.2% is influenced by other factors.

Keyword: Personnel Management, Organizational Structure, Personnel Work Effectiveness.

INTRODUCTION

The Indonesian National Police (Polri) has the primary duty of maintaining public security and order (Kamtibmas), enforcing the law, and providing protection, care, and service to the community. Within the Polri organizational structure, the Unit Security Intelligence (Intelkam) is a strategic function responsible for early detection of potential threats, managing security information, and providing intelligence analysis as a basis for operational decision-making in the field. Therefore, the effective performance of the Intelkam Unit personnel is key to the success of the Depok Metro Police in maintaining regional security stability.

The Security Intelligence Unit (Intelkam) holds a highly strategic position within the police organizational structure as it spearheads early detection of potential disturbances to public order and security (kamtibmas). Intelkam is tasked with collecting, processing, and analyzing data and information that could potentially lead to security disturbances. Therefore, the effectiveness of the Intelkam Unit personnel is a crucial aspect in supporting the success of police duties, particularly in the context of urban areas such as Depok City, which has very complex social, economic, and political dynamics.

In addition to personnel management, organizational structure also has a significant influence on work effectiveness. Organizational structure describes how tasks, responsibilities, and authority are delegated within an agency. According to Robbins and Coulter (2021), a clear organizational structure enables effective work coordination, reduces overlapping tasks, and accelerates the decision-making process. In the police force, a rigid and hierarchical organizational structure often creates problems in communication and coordination between departments, including within the Intelligence and Security Unit, which requires speed and accuracy of information.

Field conditions demonstrate that high workloads, complex tasks, and limited human resources demand a more effective, measurable, and adaptive management system. Furthermore, leadership patterns and internal communication also impact personnel performance and effectiveness. The hierarchical police organization needs to transform into one that is more dynamic and responsive to changes in the external environment, particularly in addressing modern security challenges such as cybercrime, radicalism, and social conflict.

Personnel management plays a dominant role because it involves managing the workforce, from recruitment and placement to development and career development. Suboptimal management can lead to a mismatch between workload and personnel capacity. Furthermore, an organizational structure that lacks flexibility and coordination can slow the unit's response to changes in the security situation in the Depok area, which has a high level of social mobility and vulnerability.

METHOD

Types of research

This research uses a quantitative approach with a causal associative research type, namely research that aims to determine the influence or causal relationship between two or more variables. The quantitative approach was chosen because this research attempts to measure and analyze the magnitude of the influence of Personnel Management (X_1) and Organizational Structure (X_2) on Personnel Work Effectiveness (Y) using numerical data and statistical analysis. Based on Prof. Harries' opinion, this research can be classified as follows: This research is a quantitative research with a descriptive and verification (explanatory) approach, namely research that aims to describe the condition of personnel management and organizational structure and test its influence on the effectiveness of personnel work.

Sample population

The population in this study was all personnel assigned to the Security Intelligence Unit of the Depok Metro Police, totaling 125 personnel (data from the Human Resources Division of the Depok Metro Police, 2025). According to Hasan (2020) a sample is a portion of a population taken through certain methods that also have certain, clear, and complete characteristics that are considered to be representative of the population. The sampling technique Sampling is a way of taking a representative sample from a population by calculating the sample size using the Slovin technique of 55. The respondents were employees of the Depok Metro Police Security Intelligence Unit.

Method of collecting data

Research instruments are tools used by researchers to collect the data needed to answer the problem formulation and test the research hypothesis. In this study, the main instrument used was a questionnaire compiled based on indicators of each research variable, namely personnel management (X_1), structural variables organization (X_2) and personnel work effectiveness (Y).

The data collection techniques used in this study are as follows:

1. Questionnaire

The questionnaire was given to respondents to determine the influence of planning and supervision on improving marketing services to prospective students at the Aneka Pratama Education Foundation.

Assessment of a series of research questionnaire statements that have been answered by respondents using the following research norms:

A question is positive if the answer is:

- a) Strongly Agree Score 5
- b) Agree Score 4
- c) Quite Agree Score 3
- d) Disagree Score 2
- e) Strongly Disagree Score 1

Likert scale. The Likert scale is used to measure an individual's or group's attitudes, opinions, and perceptions about social events or phenomena. In this research, these social phenomena have been specifically defined by the researcher, and are hereinafter referred to as research variables.

2. Research Instruments

Instrument research on personnel management variables (X_1), structural variables organization (X_2) and personnel work effectiveness (Y) in the form of a questionnaire with a Likert scoring model filled out by respondents on the distributed questionnaire. The Likert scale consists of 5 (five) scales, namely Strongly Agree (SS), Agree (S), Quite Agree (CS), Disagree (TS) and Strongly Disagree (STS) with value weights for positive and negative statements .

Analysis Method

The analysis technique used in this study was quantitative analysis using statistics. Furthermore, to obtain and expedite data input, statistical software was used to support this research. The software used to support this research was SPSS (Statistical Product and Service Solutions) version 29. In SPSS, raw data that had been processed into numbers was input into SPSS, making it easier for the author to conduct this research.

Validity Testing

The basis for decision making in validity testing is as follows:

- a) If the r value is positive and the r_{result} is $> r_{\text{table}}$, then the item or variable is valid.
- b) If the r value is negative and $r_{\text{result}} < r_{\text{table}}$ or r_{result} is negative $> r_{\text{table}}$ then the item or variable is invalid.

A questionnaire is declared valid if the r value obtained from the calculation results (r_{xy}) is greater than the table r value (5%).

Instrument Reliability Test

According to Arikunto (2020), reliability refers to the degree to which an instrument is sufficiently reliable to be used using the Cronbach's Alpha formula. The basis for decision making in the reliability test in this study is as follows:

- a) If the r alpha value is positive and $r_{\text{alpha}} > r_{\text{table}}$, then the item or variable is reliable.

- b) If the r alpha value is negative and r alpha < r table or r alpha is negative > r table , then the item or variable is not reliable.

Multiple Regression Analysis

Sugiyono (2019) proposed multiple linear regression analysis used to make predictions, how the value of a variable changes dependent if the value of the independent variable is increased or decreased. This analysis is used by involving two or more independent variables. between the dependent variable (Y) and the independent variables (X₁ and X₂), This method is used to determine the strength of the influence between several factors. independent variables simultaneously with the dependent variable.

$$\mu_{Y/X_1, X_2, \dots, X_n} = A + B_1X_1 + B_2X_2 + \dots + B_nX_n$$

Technique used in this study was multiple linear regression. The analysis was conducted computerized using the computer program Statistical Product and Service Solutions (SPSS) Version 29 for Windows.

Coefficient of Determination

The definition of the coefficient of determination according to Andi Supangat (2018) is: "The coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percentage (showing how much percentage of the diversity of y can be explained by the diversity of x), or in other words how much x can contribute to y."

Mudrajad Kuncoro (2021), according to him, the coefficient essentially measures the extent to which a model is able to explain variations in the dependent variable. The value of the coefficient of determination is between zero (0) and one (1). A small r² value means that the ability of the independent variables to explain the variable's variation is very limited. If the value is close to one, it means that the independent variables provide almost all the information needed to predict variations in the dependent variable.

The magnitude of the relationship between the variables "X₁" and "X₂" with the variable "Y" can be determined by using the coefficient of determination analysis, which is obtained by squaring the correlation coefficient. Based on the definition above, the coefficient of determination is part of the total diversity of the dependent variable that can be calculated by the diversity of the independent variable calculated with the coefficient of determination with the basic assumption that other factors outside the variable are considered fixed or constant. To determine the value of the coefficient of determination, it can be calculated using the formula:

$$K_d = r^2 \times 100\%$$

Information:

- Kd = Value of coefficient of determination
- r = Correlation coefficient value

Hypothesis

The calculations or analysis in this study utilize the SPSS computer program for Windows 29.0. The test statistics used are:

- a. F test
 - The F test statistic is used to determine simultaneously (multiple) the influence between personnel management (X₁), structural variables organization (X₂) and personnel work effectiveness (Y) , with the test results being:

- 1) H_0 is accepted if $F_{count} < F_{table}$.
- 2) H_0 is rejected if $F_{count} > F_{table}$.

b. t-test

To determine the influence of the independent variable individually (partially) on the dependent variable, the decision is to use a partial test (t-test) with the test decision being:

- 1) H_0 is accepted if $t_{count} < t_{table}$.
- 2) H_0 is rejected if $t_{count} > t_{table}$.

RESULTS AND DISCUSSION

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that the researcher has conducted, becomes the average value of variable X_1 (personnel management), variable X_2 (organizational structure) and variable Y (personnel work effectiveness), and analyzed using parametric statistics with the program SPSS Release 29.0 For Windows, to determine whether each studied variable has a positive or negative influence on personnel performance. Data were analyzed using the analysis regression command (option) found in the SPSS main menu. The values in each SPSS output are described as follows:

a. Multiple Linear Regression Test

Table 1. Results of the Regression Equation Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4,000	2,077		1,926	,060
Personnel management (X1)	,486	,068	,498	7,196	,000
Organizational structure (X2)	,486	,066	,510	7,368	,000

a. Dependent Variable: Personnel work effectiveness (Y)

Based on the SPSS output results in the coefficients table in above, it can be identified that the multiple linear regression equation is as follows:

$$Y = 4,000 + 0,486.X_1 + 0,486.X_2$$

- ❖ Constant value $a = 4,000$, it can be interpreted that if the Personnel Management and Organizational Structure variables have a value of zero, then the Personnel Work Effectiveness has a negative value of 4,000.
- ❖ Personnel Management regression coefficient $b_1 = 0,486$, can be interpreted that if the Personnel Management value increases by one, the Personnel Work Effectiveness value will also increase by 0,486.
- ❖ Regression coefficient of organizational structure $b_2 = 0,486$, it can be interpreted that if the value of the Organizational Structure increases by one, the value of the Work Effectiveness of the Personnel will also increase by 0,486

1) The influence of personnel management (X_1) on personnel work effectiveness (Y).

Coefficients table above, the calculated t value for the Personnel Management variable is (X_1) is 7,196, while the t table value for $N = 55$ is 2,004. So $7,196 > 2,004$, then H_0 is rejected and H_a is accepted, it can be stated that Personnel Management (X_1) has a significant effect on the effectiveness of personnel work (Y) .

2) The influence of organizational structure (X_2) on the effectiveness of personnel work (Y).

Based on the table coefficients above, the calculated t value for the Organizational Structure variable (X_2) is 7,368, while the t table value for $N = 55$ is 2,004. So $7,368 > 2,004$, then H_0 is rejected and H_a is accepted, it can be concluded that partially the organizational structure variable (X_2) has an effect on personnel work effectiveness (Y).

F test

From the analysis results in the table below above is the test ANOVA obtained the calculated F value amounting to 229,351 which is greater than the F table of 2,77 or $229,351 > 2,77$ with a significance level of 0.000 because $0,000 < 0,05$, it can be said that Personnel Management (X_1) and organizational structure (X_2) together or simultaneously have a positive influence on personnel work effectiveness (Y).

Coefficient of Determination

Based on the calculations in the table below The influence test was carried out for the three variables, and based on the Model Summary table, the R Square value was 0,898. This shows that 89.8% of Personnel Management (X_1) and organizational structure (X_2) jointly influence the effectiveness of personnel work (Y), while the remaining 10.2% is influenced by other factors not examined in this study.

CONCLUSION

1. Personnel Management has a significant influence on Personnel Work Effectiveness. The results of the partial test (t-test) show that the calculated t-value of the Personnel Management variable (X_1) is 7,196, which is greater than the t-table of 2,004 at a significance level of 0,05. Thus, H_0 is rejected and H_a is accepted .
2. Organizational structure has a significant influence on personnel work effectiveness. The results of the partial test (t-test) show that the calculated t-value of the Organizational Structure variable (X_2) is 7,368, which is greater than the t table of 2,004 .
3. Personnel Management and Organizational Structure simultaneously have a significant effect on Personnel Work Effectiveness. Based on the results of the simultaneous test (F test), the calculated F value was 229,351, which is greater than the F table of 2,77 with a significance level of $0,000 < 0,05$. The coefficient of determination (R Square) value of 0,898 indicates that 89,8% of Personnel Work Effectiveness is influenced by Personnel Management and Organizational Structure, while the remaining 10,2% is influenced by other factors not examined in this study.

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