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## The Influence of Training and Education (Diklat) and Service Period on Personnel Career Development in The Special Detacion 88 Anti-Terror of The Police of The Republic of Indonesia

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**Abstract:** The research objectives are as follows: To analyze and test the influence of education and training (Diklat) on personnel career development, Analyze and test the influence of length of service on personnel career development and Analyze and test simultaneously the effects of education and training (Training) and length of service on personnel career development, for the Education Training (Diklat) variable ( $X_1$ ) of 6,838 while the t-table value for  $n = 130$  is 1.978. So  $6.838 > 1.978$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be stated that Education and Training (Diklat) ( $X_1$ ) has a significant effect on personnel career development (Y), the calculated t value for the variable Length of Service ( $X_2$ ) is 6.402, while the  $t_{table}$  value for  $n = 130$  is 1.978. So  $6.402 > 1.978$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be concluded that partially the variable Length of Service ( $X_2$ ) has an effect on personnel career development (Y) and the test ANOVA obtained a calculated F value of 111.456, while the  $F_{table}$  ( $0.05 \alpha$ ) for  $n = 130$  was 2.67. So the calculated  $F >$  from the  $F_{table}$  ( $\alpha 0.05$ ) or  $111.456 > 2.67$  with a significance level of 0.000 because  $0.000 < 0.05$ , it can be said that Education and Training (Diklat) ( $X_1$ ) and Service Period ( $X_2$ ) together or simultaneously have a positive effect on personnel career development (Y).

**Keyword:** Education and Training (Diklat), Service Period, Personnel Career Development.

### INTRODUCTION

Human resources (HR) are a strategic asset within an organization, particularly within law enforcement agencies such as the Special Detachment (Densus) 88 Anti-Terrorism Unit of the Indonesian National Police. In the context of extremely demanding and high-risk tasks, the success of Densus 88's mission execution depends heavily on the competence, readiness, and professionalism of each individual. Therefore, personnel capacity building through education and training (diklat) is crucial. and career development arrangements are an absolute necessity so that this institution is able to respond to the ever-evolving security challenges.

One of the main efforts to improve personnel competence and careers is through education and training (diklat). The training program within the Indonesian National Police (Polri), particularly within Densus 88, includes various types of training such as terrorism investigation training, intelligence analysis, crisis negotiation skills, and special field tactical training (special weapons and tactics/SWAT). The main objective of this training is to improve personnel's technical and managerial skills so they can carry out their duties with high professional standards.

Education and training (Diklat) is one of the organizational indicators in determining the achievement of work results. The quality of human resources is inseparable from the placement of workforce positions to match expertise and education so that organizational goals are optimally achieved. Andrew E. Sikula in Hardjanto (2022:69) , that education is related to general improvement and understanding of the human living environment as a whole and the process of developing knowledge, skills/ skills, thoughts, character, personality and so on. Education is a factor that organizations need to consider. Through education, they can gain insight into the knowledge and skills of their workforce.

To produce quality Human Resources and establish a good management system means it is necessary to plan, procure, maintain, foster, develop, satisfy, and utilize them optimally. And it seems that in today's management, no matter how complex or simple a form of business, humans (Human Resources) are the core and key to the success of an organization in achieving its stated goals. Although organizations as business entities in carrying out their duties have used many high-tech equipment, it will not be able to replace the function and position of the workforce. By seeing this, it is important for organizations to use a workforce that has high performance, professionalism and has an awareness of responsibility to work better and optimally so that organizational goals can be achieved.

Given the presence of humans (workforce) in many organizations, many compete to empower their employees' potential to achieve high performance. Information about an employee's high or low performance cannot be obtained simply, but is obtained through a very long process, namely the employee performance assessment process. Performance appraisal refers to a system formal and structured methods used to measure, assess, and influence job-related traits, behavior and outcomes. The patterns that can be seen from the results of performance assessments provide feedback. about the success of training education (Diklat) and work period.

Education, training (Diklat) and service period are very important for improve employee performance. Because a person's performance can be measured based on the variables related to it. If between If one of the variables is not organized properly, it will affect the results of the work itself.

In accordance with the existing problems Special Detachment 88 Anti-Terrorism Police of the Republic of Indonesia regarding Education and Training (Diklat), service period and career development, the author conducted research on: "The Influence of Education, Training and Service Period Regarding the Career Development of Personnel at the Special Detachment 88 Anti-Terrorism Unit of the Republic of Indonesia Police

## **METHOD**

### **Types of research**

This research uses a quantitative approach, descriptive and associative. According to Sugiyono (2022), "Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative or statistical with the aim of testing predetermined hypotheses.

## Sample population

This research uses a quantitative approach, descriptive and associative. According to Sugiyono (2022), "Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative or statistical with the aim of testing the established hypothesis. By using the Slovin formula technique, a sample of 130 personnel at the Special Detachment 88 Anti-Terror Police was taken as respondents in this study.

## Method of collecting data

Research instruments are tools used by researchers to collect data needed to answer the problem formulation and test the research hypothesis. In this study, the main instrument used is a questionnaire (survey) compiled based on indicators of each research variable, namely Education and training ( $X_1$ ), Length of service ( $X_2$ ), and Career development ( $Y$ ). The data collection techniques used in this study are as follows:

### 1. Questionnaire

A questionnaire was given to respondents to determine the influence of training education (Diklat) and length of service on career development at the Special Detachment 88 Anti-Terror Police.

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 variables: Education and training ( $X_1$ ), length of service ( $X_2$ ), and career development ( $Y$ ) 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  $r_{\text{result}}$  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  $r_{\text{result}}$  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  $r\ alpha > r\ table$  , 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 ( $X_1$  and  $X_2$ ), 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  $r^2$  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 " $X_1$ " and " $X_2$ " 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. 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  $t_{count} > t_{table}$ .

b. F test

The F test statistic is used to determine simultaneously (multiple) the influence between education and training ( $X_1$ ), length of service ( $X_2$ ), and career development (Y), with the test results being:

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

**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  $X_1$  (education and training), variable  $X_2$  (service period) and variable Y (career development). 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 patient satisfaction. 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<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5,309	2,477		2,143	,034
Education Level (X1)	,451	,066	,460	6,838	,000
Service period (X2)	,447	,070	,431	6,402	,000

a. Dependent Variable: Career development (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:

$$Y = 5,309 + 0,451.X_1 + 0,447.X_2$$

- ❖ Constant value  $a = 5,309$ , it can be interpreted that if the education and training (Diklat) variable, The service period has a value of zero, so career development has a positive value of 5,309.
- ❖ Education and training (Diklat) regression coefficient  $b_1 = 0,451$ , it can be interpreted that if the value of education and training (Diklat) increases by one then the Career Development value will also increase by 0,451.
- ❖ Regression coefficient of service period  $b_2 = 0,447$ , it can be interpreted that if the Service Period value increases by one, the Career Development value will also increase by 0,447.

## b. 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 0,637. This shows that 63,7% of the education and training (Diklat) ( $X_1$ ) and length of service ( $X_2$ ) jointly influence career development (Y), while the remaining 36,3 % is influenced by other factors not examined in this study

## c. Hypothesis testing

### t test

#### 1) The influence of education and training (Diklat) ( $X_1$ ) towards Career Development (Y)

Coefficients table above, the calculated t value for the education and training variable (Diklat) is ( $X_1$ ) is 6,838 while the t-table value for  $n = 130$  is 1,978. So  $6,838 > 1,978$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be stated that education training (Diklat) ( $X_1$ ) has a significant influence on career development (Y).

#### 2) Effect of Service Period ( $X_2$ ) towards Career Development (Y)

Based on the table coefficients above, the calculated t value for the variable Length of Service ( $X_2$ ) is 6,402, while the t table value for  $n = 130$  is 1,978. So  $6,402 > 1,978$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be concluded that partially the variable Length of Service ( $X_2$ ) has an effect on Career Development (Y).

### F test

From the analysis results in the table below above is the test ANOVA obtained a calculated F value of 111,456, while the F table ( $0,05 \alpha$ ) for  $n = 130$  was 2,67. So the calculated  $F >$  from the F table ( $\alpha 0,05$ ) or  $111,456 > 2,67$  with a significance level of 0,000 because  $0,000 < 0,05$ , it can be said that education and training (Diklat) ( $X_1$ ) and length of service ( $X_2$ ) together or simultaneously have a positive influence on career development (Y).

## CONCLUSION

1. There is an influence of education level on employee performance , as evidenced by the calculated t value for the education and training variable (Diklat). ( $X_1$ ) is 6,838 while the t-table value for  $n = 130$  is 1,978. So  $6,838 > 1,978$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be stated that training education (Diklat) ( $X_1$ ) has a significant effect on (Y).
2. There is an influence length of service on employee performance, as evidenced by the calculated t value for the length of service variable ( $X_2$ ) is 6,402, while the t table value for  $n = 130$  is 1,978. So  $6,402 > 1,978$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be concluded that partially the variable of Work Period ( $X_2$ ) has an effect on There is an influence length of service on employee performance, as evidenced by the calculated t value for the length of service variable ( $X_2$ ) is 6,402, while the t table value for  $n = 130$  is 1,978. So  $6,402 > 1,978$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be concluded that partially the variable of Length of Service ( $X_2$ ) has an effect on career development personnel (Y) .
3. There is an influence length of service on employee performance, as evidenced by the calculated t value for the length of service variable ( $X_2$ ) is 6,402, while the t table value for  $n = 130$  is 1,978. So  $6,402 > 1,978$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be concluded that partially the variable of Length of Service ( $X_2$ ) has an effect on personnel career development (Y).

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