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The Effect of Competency and Work Discipline Supervision on Employee Work Effectiveness in The Police Karawang Resort

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Abstract: The purpose of this study is to analyze the influence of supervision on employee work effectiveness, analyze the influence of work discipline on employee work effectiveness, analyze the influence of supervision and work discipline simultaneously on employee work effectiveness at the Karawang Police Resort, the calculated t value for variable X₁ (Supervision) is 7.758 while the t table value for n = 67 is 1.996. So t count > t table or 7.758 > 1.996, it can be concluded that partially the Coordination variable has an effect on employee work effectiveness, the calculated t value for variable X₂ (Work discipline) is 10.258, while the t table value for n = 67 is 1.996. So t count > t table or 10.258 > 1.996, it can be concluded that partially the Officer's Work Discipline variable influences employee work effectiveness, the R Square value is 0.899. This shows that 89.9% of Supervision and Work Discipline simultaneously (together) influence employee work effectiveness while the remaining 10.1% is influenced by other factors not examined in this study.

Keyword: Supervision, Work Discipline, Employee Work Effectiveness.

INTRODUCTION

Employee effectiveness describes the extent to which employees are able to achieve predetermined work targets efficiently and effectively. According to Gibson (2018), work effectiveness is the degree to which an organization achieves its planned goals by optimally utilizing available resources. In the context of a police organization, work effectiveness is measured not only by the number of tasks completed but also by the quality of work results, the speed of service to the public, and adherence to standard operating procedures (SOPs).

Effectiveness describes the entire cycle of input, process, and output that refers to the results of an organization, program, or activity that states the extent to which goals (quality, quantity, and time) have been achieved, as well as the measure of success or failure of an organization in achieving its goals and achieving its targets. This means that the meaning of effectiveness that is important is solely the desired results or goals.

In the context of the Karawang Police, employee competency is crucial for their ability to carry out tasks such as public service, investigations, patrols, and administrative management. However, based on an internal evaluation (SDM Polres, 2024), approximately 20% of employees have not received professional training in the past two years, and 15% have not met the competency standards for administrative digitalization, which are now required in technology-based service systems.

Efforts to improve work effectiveness can be achieved by increasing supervision and discipline. The first factor is supervision. Supervision is an activity to ensure or ensure that a program is implemented effectively. Each organization has programs to achieve its stated goals, and supervision is absolutely necessary to ensure the organization achieves its goals.

The second factor is work discipline. Enforcing discipline is crucial for an organization, as it ensures work is carried out as effectively and efficiently as possible (Kasmawati, 2022). Therefore, if discipline cannot be enforced, it is likely that established goals will be ineffective and inefficient. Furthermore, discipline is beneficial in educating teachers to comply with and appreciate existing regulations, procedures, and policies, thus resulting in good performance.

Academically, this research is expected to contribute to enriching the literature on public sector human resource management, particularly in the context of police organizations characterized by hierarchies and high levels of discipline. Practically, the results of this study are expected to provide strategic input for the leadership of the Karawang Police Department in strengthening its supervisory system, improving employee competency through ongoing training, and enforcing performance-oriented discipline.

Based on this description, the author is interested in conducting research related to supervision, work discipline and teacher work effectiveness with the title, " The Influence of Supervision and Work Discipline on Employee Work Effectiveness at the Karawang Police Resort.

METHOD

Types of research

This research uses a quantitative approach, descriptive and associative. According to Sugiyono (2018), "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. Meanwhile, according to Sugiyono (2022), associative research aims to determine the relationship between two or more variables. In this research, a theory will be developed that can function to explain, predict, and control a phenomenon.

Sample population

Population is all research subjects that can be objects, people, or things that we can obtain and/or can provide information (Arifin, 2020). According to Sugiyono (2019), population is a generalization area, objects/subjects that have certain qualities and characteristics that are determined by researchers to be studied and then conclusions drawn.

In this study, the population is employees or personnel who work in the Karawang Police Resort (Polres), both those with civil servant status at the Police (active Police) and Civil servants (ASN) serving in various departments or work units, the study population was 210 Karawang Police employees. The Slovin formula was used to determine the sample size. This calculation resulted in a sample size of 67 people. Therefore, the sample size for this study was 67 respondents at the Karawang Police Resort.

Method of collecting data

According to Sugiyono (2018), data collection techniques are the most strategic step in research, because the main goal of research is to obtain data. According to Hamidi (2021), data collection techniques are the way researchers obtain or collect data. A researcher is required to carry out data collection activities.

To support theoretical or conceptual ideas regarding the variables or conceptual regarding the variables of this research, the author uses library research techniques, which in this case are supported by data collection tools through textbooks or literature which are used as study material in this research.

Meanwhile, observation, namely data collection carried out by the author in the form of direct observation of the object being studied, namely the Influence of Supervision and Work Discipline on the Effectiveness of Employee Work at the Karawang Police Resort:

1. Questionnaire

Questionnaires were given to respondents to determine the influence of Supervision (X_1), Work Discipline (X_2), and Employee Work Effectiveness (Y).

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 the variables of supervision (X_1), discipline (X_2), and Employee 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 $> r$ table , then the item or variable is valid.
- b) If the r value is negative and r result $< r$ table or r result is negative $> r$ 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 formula used in this reliability test is as follows:

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_{α} 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. The test statistics used are:

a. F test

The F test statistic is used to determine simultaneously (multiple) the influence between Supervision (X_1) and discipline (X_2), and Employee 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

Quantitative data that has been compiled, through the distribution of questionnaires or surveys that researchers have conducted, becomes the average value of supervision (X_1), discipline (X_2), and Employee Work Effectiveness (Y) and analyzed using parametric statistics with the program SPSS Release 29.0 For Windows, to determine whether each variable studied has a positive or negative influence on employee work effectiveness. 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)	3,220	1,886		1,708	,093
Supervision	,407	,052	,440	7,758	,000
Work discipline	,600	,058	,582	10,258	,000

a. Dependent Variable: Employee Work Effectiveness

Source: Compilation of Questionnaire Data (2025)

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:

$$Y = 3,220 + 0,407.X_1 + 0,600.X_2$$

- ❖ The intercept constant value is 3,220 states that if the Supervision variable (X_1), Work Discipline variable (X_2) increases by 1 unit, then the Employee Work Effectiveness variable (Y) will increase by 3,220.
- ❖ The regression coefficient value of the Supervision variable (X_1) on the Employee Work Effectiveness variable (Y) is 0,407. This means that if the Supervision variable (X_1) increases by 1 unit, it will increase the Employee Work Effectiveness variable (Y). of 0,407, assuming the Supervisory variable (X_1) is considered constant.
- ❖ The regression coefficient value of the Work Discipline variable (X_2) on the Employee Work Effectiveness variable (Y) is 0,600. This means that if the Work Discipline variable

(X₂) increases by 1 unit, it will increase the Employee Work Effectiveness variable (Y) of 0,600 assuming the work discipline variable (X₂) is considered constant.

Coefficient of Determination

The result of the R Square value is 0,899. This shows that 89,9% of Supervision and Work Discipline simultaneously (together) influence employee work effectiveness while the remaining 10,1% is influenced by other factors not examined in this study .

Hypothesis Testing Results

t-test

- 1) The Influence of Supervision (X₁) on Employee Work Effectiveness (Y).

Based on the coefficients table above, the calculated t value for variable X₁ (Supervision) is 7,758 while the t_{table} value for n = 67 is 1,996. So, calculated t > t_{table} or 7,758 > 1,996, it can be concluded that partially the supervision variable influences employee work effectiveness. Probability value (significance) = 0.000.

- 2) Influence of work discipline (X₂) To Employee work effectiveness (Y).

Coefficients table above, the calculated t value for variable X₂ (Work discipline) is 10,258, while the t_{table} value for n = 67 is 1,996. So the calculated t value is greater than the t_{table} value or 10,258 > 1,996, it can be concluded that partially the variable of Officer Work Discipline has an effect on employee work effectiveness. Probability value (significance) = 0.000.

F test

From the results of the table above, namely the ANOVA test or F_{test} or F_{count}, the value obtained is 283,415, which is greater than the F_{table} of 2,74 with a significance level of 0,000 because 0,000 < 0,05, it can be said that the Supervision variable (X₁) and the Work Discipline variable (X₂) together have an effect on the Employee Work Effectiveness variable (Y).

CONCLUSION

1. Supervision has a positive and significant effect on employee work effectiveness. This is evidenced by the calculated t-value of 7,758 , which is greater than the t-table of 1,996 at the 5% significance level. Therefore, the better the supervision carried out by management, the higher the level of employee work effectiveness in carrying out their duties and responsibilities.
2. Work discipline has a positive and significant effect on employee work effectiveness. The partial test results show a calculated t value of 10,258 which is greater than the t table of 1,996, so it can be concluded that work discipline is a very important factor in increasing employee work effectiveness. Employees who have high discipline tend to work more regularly, responsibly, and are oriented towards achieving work results.
3. Supervision and work discipline simultaneously have a positive and significant effect on employee work effectiveness. The results of the simultaneous test show a calculated F value of 283,415 which is greater than the F table of 2,74 with a significance level of 0,000 < 0,05. This shows that supervision and work discipline together have a very strong role in increasing employee work effectiveness. The R Square value of 0,899 shows that 89,9% of the variation in employee work effectiveness can be explained by the variables of supervision and work discipline, while the remaining 10,1% is influenced by other factors not examined in this study, such as leadership, work motivation, competence, and work environment.

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