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The Effect of Supervision and Work Discipline on The Work Effectiveness of Members in The Divpropam of The Police Republic of Indonesia

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Abstract: The objectives of this study are as follows: To determine the effect of supervision on work effectiveness, to determine the effect of work discipline on work effectiveness and to determine the effect of supervision and work discipline together on the effectiveness of member work, the calculated t value for variable X_1 (Supervision) is 8.004, while the t table value for $n = 68$ is 1.998. So $8.004 > 1.998$. it can be concluded that Supervision (X_1) does have an influence on work effectiveness, the calculated t value for variable X_2 (Discipline) is 8,811, so $8,811 > 1.998$, because $t_{count} > t_{table}$, then H_0 is rejected and H_a is accepted and it can be concluded that Discipline (X_2) does have an influence on Work Effectiveness. The calculated F value for both variables, namely Supervision (X_1) and Discipline (X_2), obtained an F count value of 135,531. While the $F_{table} (\alpha 0.05) n = 68$ is 2.75. so $F_{count} > F_{table}$ or $135,531 > 2.75$. Thus H_0 is rejected and H_a is accepted. It can be concluded that between Supervision and Discipline simultaneously does have an effect on work effectiveness.

Keyword: Supervision, Discipline, Work Effectiveness.

INTRODUCTION

Human resources are the most strategic element in an organization, as the successful execution of tasks and the achievement of organizational goals depend heavily on the quality and effectiveness of each individual's work. In a public organization like the Indonesian National Police (Polri), human resources are required not only to possess strong technical and physical abilities, but also to possess moral integrity, discipline, and adherence to the values of professionalism and law enforcement ethics.

The Indonesian National Police (Polri) plays a vital role in maintaining public order and security, enforcing the law, and providing protection, care, and service to the community. To fulfill this role professionally and with integrity, the Indonesian National Police (Polri) has

established the Professional Division. and Security (Divpropam) whose function is to supervise and provide guidance on the implementation of the duties of Polri members to ensure that they comply with the professional code of ethics and provisions of laws and regulations.

The existence of the Propam Division is crucial because it serves as an internal control mechanism, ensuring that all Polri members carry out their duties in accordance with applicable procedures, ethics, and regulations. Therefore, the effectiveness of Divpropam members is a key indicator of the success of bureaucratic reform and Polri professionalism.

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.

One factor that influences the effectiveness of team members' work is supervision carried out by leaders, according to Siagian (2021), supervision is the process of observing, assessing, and directing work implementation to ensure it conforms to established plans and standards. Good supervision not only ensures compliance with procedures but also helps identify weaknesses, provides feedback, and motivates team members to work more effectively.

In the context of the Indonesian National Police's Division of Propam (Divpropam), supervision has a dual role: first, as a coaching function to ensure member performance remains professional; second, as a control mechanism for potential deviant behavior by officers. A lack of intensity or quality of supervision can lead to weak accountability and low commitment to task performance, ultimately reducing work effectiveness.

Besides supervision, another factor that significantly influences work effectiveness is work discipline. According to Hasibuan (2018), discipline is a person's awareness and willingness to comply with all organizational regulations and applicable social norms. High discipline reflects an employee's commitment to responsibility and work ethics. Meanwhile, Mangkunegara (2022) emphasizes that discipline reflects a person's level of seriousness in carrying out duties and obligations in accordance with applicable regulations. Within the Indonesian National Police (Polri), discipline is the main foundation of professionalism. Disciplined members will carry out their duties on time, comply with procedures, and maintain the institution's image. Conversely, weak discipline can lead to late reports, absenteeism, or violations of the code of ethics, all of which impact the organization's work effectiveness.

According to Kadarisman (2024), supervision is a function within functional management that must be implemented by every leader of all work units/units regarding the implementation of work within their environment. Supervision can be linked to efforts to control programs and activities, develop those who implement them, and rectify programs and activities that are not directed towards targets for quality control purposes.

The supervisory function is the final function of the management process. An effective supervisory system must adhere to several supervisory principles: the existence of a specific plan and the provision of instructions and authority to subordinates. The plan serves as a standard or measuring tool for the work performed by subordinates. Clear authority and instructions must be given to subordinates, as this is the basis for determining whether subordinates are carrying out their duties effectively.

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 employees to comply with and appreciate existing regulations, procedures, and policies, thus resulting in good performance.

Based on this description, the author is interested in conducting research related to supervision, work discipline and employee work effectiveness with the title, "The Influence

of Supervision and Work Discipline on the Work Effectiveness of Members at the Indonesian National Police's Propam Division.

METHOD

Types of research

This research uses a quantitative approach, descriptive and associative. According to Sugiyono (2022), "Quantitative research methods can be defined as research methods based on the philosophy of positivism, used to research a specific population or sample, 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

Population is all research subjects that can be objects, people, or something that we can obtain and/or can provide information (Arifin, 2024). According to Sugiyono (2023) 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. From this understanding, the population in this study is members of the Indonesian National Police's Divpropam. Regarding the research, the author uses a total sampling technique. With the total sampling technique a sample of 68 supervisors and work discipline was taken. together on the effectiveness of the work of members of the Indonesian National Police's Propam Division.

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. together on the effectiveness of the work of members of the Indonesian National Police's Propam Division:

1. Questionnaire

The questionnaire was given to respondents to determine the influence of supervision (X_1), work discipline (X_2), and the effectiveness of the work of members of the Indonesian National Police's Propam Division (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 supervisory variables (X_1), work discipline (X_2), and the effectiveness of the work of members of the Indonesian National Police's Propam Division (Y) is 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).

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 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 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 ."

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

b. F test

The statistic is used to determine simultaneously (multiple) the influence between supervision (X_1) and work discipline (X_2), and the effectiveness of the work of members of the Indonesian National Police's Propam Division (Y), with the test result being:

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

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 supervision (X_1), work discipline (X_2), and the effectiveness of the work of members of the Indonesian National Police's Propam Division (Y) and analyzed using parametric statistics with the program SPSS Release 29.00 For Windows, to determine whether each studied variable has a positive or negative influence on 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)	-18,879	4,448		-4,245	,000
Supervision (X1)	,518	,065	,497	8,004	,000
Work Discipline (X2)	,752	,085	,547	8,811	,000

a. Dependent Variable: work effectiveness (Y)

a. Hypothesis Testing

1) t test

- a) The influence of supervision (X₁) on work effectiveness (Y)
The coefficients table above, the calculated t value for variable X₁ (Supervision) is 8.004, while the t table value for n = 68 is 1.998. So 8.004 > 1.998, because t_{count} > t_{table}, then H₀ is rejected and H_a is accepted and it can be concluded that Supervision (X₁) does have an influence on work effectiveness. This is proven from the results obtained that the t count value is greater than the t table value.
- b) The influence of discipline (X₂) on work effectiveness (Y)
Based on the coefficients table above, the calculated t value for variable X₂ is (Work Motivation) is 8.811, while the t_{table} value for n = 68 is 1.998. so 8.811 > 1.998, because t_{count} > t_{table}, then H₀ is rejected and H_a is accepted and it can be concluded that Discipline (X₂) does have an influence on work effectiveness. This is proven from the results obtained that the t count value is greater than the t table value.

2) F test

From the analysis results in the table below above is the test ANOVA obtained the calculated F value for the two variables, namely Supervision (X₁) and Discipline (X₂) obtained the calculated F_{value} of 135,531. Meanwhile, the F_{table} (α0.05) n = 68 is 2.75. so the calculated F_{value} > F_{table} or 135,531 > 2.75. Thus, H₀ is rejected and H_a is accepted. It can be concluded that between Supervision and Discipline simultaneously, it does have an effect on work effectiveness. This is proven by the fact that the calculated F value obtained is greater than the predetermined F table value.

b. Coefficient of Determination

The results of the R value (large) show that the combined relationship between the two independent variables X₁ and X₂ on the dependent variable Y is 0.898. This shows that the two independent variables, namely X₁ and X₂, together have a significant relationship of 89.8%. The remaining 10.2% is related by other factors. And the R Square value of 0.807 means that the two independent variables X₁ and X₂ together have an effect of 80.7% and the remaining 19.3% is influenced by other factors not observed by the author.

CONCLUSION

- 1. Supervision (X₁) has an influence on work effectiveness, this is proven from the results obtained that the calculated t value for variable X₁ (Supervision) is 8.004, while the t_{table} value for n = 68 is 1.998. so 8.004 > 1.998, because t_{count} > t_{table}, then H₀ is rejected and H_a is accepted .
- 2. Discipline (X₂) has an influence on work effectiveness, this is proven by the results obtained that the calculated t value for variable X₂ (Discipline) is 8.811, while the t_{table} value for n = 68 is 1.998. so 8.811 > 1.998, because t_{count} > t_{table}, then H₀ is rejected

and H_a is accepted and it can be concluded that Discipline (X_2) does have an influence on work effectiveness.

- Supervision and Discipline simultaneously influence work effectiveness. This is proven by the calculated F value for both variables, namely Supervision (X_1) and Discipline (X_2) obtained an F_{count} value of 135,531. While the $F_{\text{table}} (\alpha 0.05) n = 68$ is 2.75. so the calculated $F_{\text{count}} > F_{\text{table}}$ or $135,531 > 2.75$. Thus H_0 is rejected and H_a is accepted. The calculated F value obtained is greater than the predetermined F table value. And the R Square value of 0.807 means that the two independent variables X_1 and X_2 together have an effect of 80.7% and the remaining 19.3% is influenced by other factors not observed by the author. Both variables have a synergistic relationship in increasing work effectiveness. Supervision provides direction and control, while discipline maintains the consistency of employee work behavior.

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