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The Effect of Personnel Participation and Work Motivation on Job Satisfaction in The New City Sector of The Karawang Police

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Abstract: This study has the following objectives: To determine and analyze the effect of personnel participation on job satisfaction, to determine and analyze the effect of work motivation on job satisfaction, and to determine and analyze the joint effect of personnel participation and work motivation on job satisfaction, the calculated t value obtained is 2.075 while the t table value is 1.990 for N = 90, then $2.075 > 1.990$, thus H_0 is rejected and H_a is accepted, from this study it is proven that the participation variable (X1) has a positive influence on the job satisfaction variable (Y), the calculated t value obtained is 6.199 while the t table value is 1.990 for N = 90, then $6,199 > 1,990$, thus H_0 is rejected and H_a is accepted, from this study it is proven that the work motivation variable (X2) has a positive influence on the job satisfaction variable (Y). the calculated F value is 30.467 while the F table for N = 90 is 2.71. Thus the calculated F value ($30.467 > F$ table (2.71)), so clearly H_0 is rejected and H_a is accepted. With F count $> F$ table, it can be concluded that personnel participation (X1) and work motivation (X2) jointly have a positive influence on job satisfaction (Y).

Keyword: Personnel Participation, Work Motivation, Job Satisfaction.

INTRODUCTION

Human resources are a key asset in any organization, including government organizations like the Indonesian National Police (Polri). The performance and success of a police organization in providing services to the public are largely determined by the level of participation and work motivation of each member of its staff. In the context of the Kota Baru Police, under the auspices of the Karawang Police, increasing personnel participation and work motivation are crucial factors in creating job satisfaction, which in turn improves the institution's overall performance.

Job satisfaction is a positive emotional state experienced by individuals regarding their work. According to Robbins and Judge (2019), job satisfaction reflects the extent to which a person is satisfied with their job overall, including aspects such as salary, relationships with

coworkers, superiors, career development opportunities, and working conditions. High levels of job satisfaction will result in increased employee loyalty, discipline, and productivity. Conversely, job dissatisfaction can lead to problems such as low morale, increased absenteeism, and a decline in the quality of public services.

One factor that can influence job satisfaction is personnel participation. Personnel participation reflects the extent to which individuals are involved in decision-making, activity planning, and the implementation of operational tasks. In addition to participation, work motivation also plays a significant role in influencing personnel job satisfaction. Motivation is an internal and external drive that directs individuals to behave in a certain way to achieve specific goals (Hasibuan, 2019). In police institutions, motivation can arise from intrinsic factors such as pride in being a protector of the community, as well as extrinsic factors such as awards, incentives, and promotion opportunities.

Seeing the importance of the role of participation and work motivation in creating job satisfaction in the Polri environment, this research is relevant to be conducted. This study aims to analyze the influence of personnel participation and work motivation on job satisfaction in the Kota Baru Sector Police of the Karawang Police, in order to provide strategic recommendations for improving human resource management in the police environment, so that public services can run more optimally and professionally in accordance with the principle of "Presisi" (Predictive, Responsibility, and Fair Transparency) promoted by the Polri.

METHOD

Types of research

The research method used is a survey method by collecting data through research instruments, and distributing questionnaires to employees of the Karawang Police Resort (Polres), the results of which are then processed through the SPSS for Windows version 29 program to determine the relationship between the independent variables of personnel participation and work motivation on the dependent variable of job satisfaction. This method is used to test the influence between two independent variables and one dependent variable. This study is to analyze the influence of personnel participation and work motivation as independent factors on Job Satisfaction of Employees of the Kota Baru Sector Police, Karawang Police as the dependent variable.

Sample population

A population is a generalization area, an object/subject with certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. Based on this definition, the population in this study is 115 Kota Baru Police Sector Police officers from the Karawang Police. In this study, the author used the Slovin formula sampling technique for 90 individuals employee.

Method of collecting data

In accordance with the quantitative research approach and the data sources to be used, the data collection techniques used are observational analysis and questionnaires. Collecting data in research activities requires specific methods or techniques to ensure the research process runs smoothly. This relates to the data collection process.

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 personnel participation.

and work motivation together on Job Satisfaction of Employees of the New City Sector Police, Karawang Police:

1. Questionnaire

Questionnaires were given to respondents to determine the influence of personnel participation (X_1), motivation to (X_2), and Job Satisfaction of Employees of the New City Sector Police, Karawang Police (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 personnel participation variables (X_1), motivation to (X_2), and Job Satisfaction of Police Employees of Kota Baru Sector, Karawang Police (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).

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 $r_{\text{alpha}} < r_{\text{table}}$ or r_{alpha} is negative $> r_{\text{table}}$, 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 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 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. 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) H₀ is accepted if t_{count} < t_{table}.
 - 2) H₀ is rejected if t_{count} > t_{table}.
- b. F test
The F test statistic is used to determine simultaneously (multiple) the influence between personnel participation (X₁), work motivation (X₂), and Job Satisfaction of Employees of the Kota Baru Sector Police, Karawang Police (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 coordination (X_1), employee work enthusiasm (X_2), and work productivity (Y) and analyzed using parametric statistics with the program SPSS Release 29.00 For Windows, namely to find out whether each variable studied has a positive influence on work productivity or vice versa. The data was analyzed using the regression analysis command (option) found on 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)	17,273	3,385		5.103	.000
Personnel participation (X_1)	.166	.080	.184	2,075	.041
Work motivation (X_2)	.472	.076	.550	6,199	.000

a. Dependent Variable: Job satisfaction (Y)

a. Hypothesis Testing

1) t test

- a) The influence of personnel participation (X_1) on job satisfaction (Y)

Based on the results of the t test in the coefficients table above, where the calculated t value obtained is 2.075 while the t table value is 1.990 for $N = 90$, then $2.075 > 1.990$, thus H_0 is rejected and H_a is accepted, from this study it is proven that the personnel participation variable (X_1) has a positive influence on the job satisfaction variable (Y), in other words the better the existing personnel participation, the more it will increase the job satisfaction achieved for the Kota Baru Sector Police, Karawang Police.

- b) The influence of work motivation (X_2) on job satisfaction (Y).

Based on the results of the t test in the coefficients table above, where the calculated t value obtained is 6.199 while the t table value is 1.990 for $N = 90$, then $6.199 > 1.990$, thus H_0 is rejected and H_a is accepted, from this study it is proven that the work motivation variable (X_2) has a positive influence on the job satisfaction variable (Y), in other words the better the existing work motivation, the more it will increase the job satisfaction (Y) achieved for the Kota Baru Sector Police, Karawang Police.

2) F test

The calculated F value is 30.467 while the F table for $N = 90$ is 2.71. Thus the calculated $F_{value} (30.467) > F_{table} (2.71)$, so it is clear that H_0 is rejected and H_a is accepted. With the proof that the calculated $F > F$ table, it can be stated that personnel participation (X_1) and work motivation (X_2) together have a positive influence on job satisfaction (Y).

b. Coefficient of Determination

The result of the R value (large) is 0.642. This shows that the two independent variables, namely X_1 and X_2 , together have a significant relationship of 64.2%. The remaining 35.8% is related by other factors. And the R Square value of 0.412 means that the two independent

variables X_1 and X_2 together have an influence of 41.2% and the remaining 58.8% is influenced by other factors not observed by the author.

CONCLUSION

1. Personnel participation (X_1) has a positive and significant effect on job satisfaction (Y). This is proven by the calculated t value of 2.075 which is greater than the t table of 1.990.
2. Work motivation (X_2) has a positive and significant effect on job satisfaction (Y). The partial test results show a calculated t value of 6.199 which is much larger than the t table of 1.990.
3. Personnel participation (X_1) and work motivation (X_2) simultaneously have a positive and significant effect on job satisfaction (Y). This is evidenced by the calculated F value of 30.467 which is greater than the F table of 2.71. The correlation coefficient (R) value of 0.642 indicates that personnel participation and work motivation have a strong and significant relationship with job satisfaction of 64.2%. The determination coefficient (R^2) value of 0.412 indicates that 41.2% of the variation in job satisfaction can be explained by personnel participation and work motivation simultaneously, while the remaining 58.8% is influenced by other factors not examined in this study, such as leadership, organizational culture, work environment, compensation system, and workload.

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