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The Influence of Individual Characteristics and Organizational Commitment on The Performance of Police Personnel in The Rawamerta Sector of Karawang Regency, West Java

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Abstract: The objectives of this study are to examine the influence of individual characteristics on personnel performance, the influence of organizational commitment on personnel performance, and the simultaneous influence of individual characteristics and organizational commitment on the performance of Rawamerta Sector Police personnel. The t-value for variable X1 (Individual Characteristics) was 4.334. while the ttable value for n = 46 is 2.013. So tcount > ttable or 4.334 > 2.013, it can be concluded that partially the individual Characteristics variable has a positive effect on personnel Performance, the tcount value for variable X2 (Organizational Commitment) is 6.703, while the ttable value for n = 46 is 2.013. So tcount > ttable or 6.703 > 2.013, it can be concluded that partially the organizational Commitment variable has a positive effect on personnel Performance. The ANOVA test obtained an Fcount value of 66.455 which is greater than the Ftable for n = 46 of 2.81 with a significant level of 0.000 because 0.000 < 0.05, it can be said that individual Characteristics (X1) and Organizational Commitment (X2) together have a positive effect on personnel Performance (Y).

Keyword: Individual Characteristics, Organizational Commitment, Personnel Performance.

INTRODUCTION

The Indonesian National Police (Polri) is an institution that plays a strategic role in maintaining public order and security, enforcing the law, and providing protection, guidance, and services to the community. As part of the Polri structure at the regional level, the Sector Police (Polsek) spearheads direct service to the community. Therefore, the performance of Polsek personnel is an important indicator in assessing the success of Polri's functions in the field. High personnel performance is one of the requirements for achieving organizational goals. Achieving organizational goals is achieved through the organization's efforts to manage

potential human resources to improve their work performance. Human resource management carried out by the organization is reflected in the performance of the personnel produced and in the achievement of its organizational goals.

This phenomenon indicates that there are problems with internal human resources (HR) factors, particularly those related to individual characteristics and organizational commitment. Individual characteristics reflect the differences in abilities, attitudes, values, and personality that each individual possesses in carrying out their duties. Personnel with positive characteristics such as high responsibility, discipline, and tenacity tend to perform well, while those with passive characteristics, those who give up easily, or are less adaptable to change often exhibit low productivity.

Individual characteristics also determine a person's suitability for a particular field of work and influence a person to be more successful in the field they are engaged in. Understanding personnel's individual characteristics will make personnel more oriented in their field of work and will pursue their work with concentration and responsibility.

Organizational commitment is the degree to which an individual identifies with an organization and desires to continue active participation in it. The commitment of personnel to working in an organization, or in this context, organizations is no longer seen as merely a means of earning a living, but rather a deeper one. Job satisfaction is closely related to motivation, although the two are distinct concepts. Motivation directs individuals/groups and enhances their level of satisfaction.

Organizational commitment is needed as an indicator of employee performance. Personnel with high commitment are expected to demonstrate optimal performance. Organizational commitment is necessary for the organization's survival. Low commitment is detrimental not only to the organization but also to the individual who leaves the organization because they have to start their career from scratch in a new organization. Personnel organizational commitment is crucial for an organization in ensuring the survival of any organization, regardless of its form. Low personnel organizational commitment to their organization is caused, among other things, by the organization's lack of attention to and fulfillment of the needs of its members.

In the era of Polri bureaucratic reform, which emphasizes digital-based public services and apparatus professionalism, strengthening individual characteristics and increasing organizational commitment are crucial prerequisites. The Rawamerta Police, as a regional unit under the Karawang Police, needs to develop a human resource development model that emphasizes not only formal discipline but also character development, motivation, and personnel loyalty to the organization.

Based on this description, the author is interested in conducting research related to individual characteristics, organizational commitment and personnel performance with the title, "The Influence of Individual Characteristics and Organizational Commitment on the Performance of Police Personnel in the Rawamerta Sector, Karawang, West Java".

METHOD

Types of research

This research uses a quantitative approach. A quantitative approach emphasizes the meaning, reasoning, and definition of a particular situation (in a particular context), focusing more on matters related to everyday life. 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 random, data collection uses research instruments, and data analysis is quantitative or statistical in nature, with the aim of testing established hypotheses.

Sample population

Definition of population according to Sugiyono (2019) is a generalization area consisting of objects or subjects that have certain characteristics determined by the researcher to be studied and then conclusions drawn. Meanwhile, a sample is a small part of a population, so the population in this study is 46 personnel of the Rawamerta Police Sector, Karawang, West Java, the number of samples was 46 personnel of the Rawamerta Police Sector, Karawang, West Java.

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 individual characteristics and organizational commitment. together on personnel performance:

1. Questionnaire

The questionnaire was given to respondents to determine the influence of individual characteristics (X_1), organizational commitment (X_2), and personnel performance (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 individual characteristic variables (X_1), organizational commitment (X_2), and personnel performance (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 $r_{\text{result}} > r_{\text{table}}$, 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 (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 $t_{count} < t_{table}$.
 - 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 individual characteristics (X_1) and organizational commitment (X_2), and personnel performance (Y), with the test decision 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 individual characteristics (X_1), organizational commitment (X_2), and personnel performance (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 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)	20,529	3,527		5,821	.000
Individual characteristics (X1)	.160	.037	.387	4,334	.000
Organizational commitment (X2)	.518	.077	.598	6,703	.000

a. Dependent Variable: Personnel performance (Y)

To determine the value of the multiple linear regression equation as follows: $Y = 20.529 + 0.160.X_1 + 0.518.X_2$

It can be explained as follows:

- 1) The intercept constant value is 20.529 states that if the individual characteristics variable (X_1), the organizational commitment variable (X_2) increases by 1 unit, then the personnel performance variable (Y) will increase by 20,529.
- 2) The regression coefficient value of the individual characteristics variable (X_1) against the personnel performance variable (Y) is 0.160. This means that if the individual characteristics variable (X_1) increases by 1 unit, it will increase the personnel

performance variable (Y) by 0.160, assuming the individual characteristics variable (X_1) is considered constant.

- 3) The regression coefficient value of the Organizational Commitment variable (X_2) against the Personnel Performance variable (Y) is 0.518. This means that if the Organizational Commitment variable (X_2) increases by 1 unit, it will increase the Personnel Performance variable (Y) by 0.518, assuming the Organizational Commitment variable (X_2) is considered constant.

b. Coefficient of Determination

The result of the R Square value is 0.756. This shows that 75.6% of the variables of individual characteristics and organizational commitment simultaneously (together) have a positive effect on personnel performance, while the remaining 24.4% is influenced by other factors not examined in this study.

c. Hypothesis Testing

1) t test

- a) The influence of individual characteristics (X_1) on personnel performance (Y).
Based on the results of the t test, the calculated t value for variable X_1 (Individual characteristics) is 4.334, while the t table value for $n = 46$ is 2.013. So $t_{\text{count}} > t_{\text{table}}$ or $4.334 > 2.013$, it can be concluded that partially the individual characteristics variable has a positive effect on personnel performance. The probability value (significance) = 0.000. So the probability of 0.000 is below 0.05. Thus, H_0 is rejected and H_a is accepted.
- b) Influence Organizational commitment (X_2) Towards Personnel performance (Y).
Based on the results of the t-test in the coefficients table The calculated t value for variable X_2 (Organizational commitment) is 6.703, while the t table value for $n = 46$ is 2.013. So $t_{\text{count}} > t_{\text{table}}$ or $6.703 > 2.013$, it can be concluded that partially the organizational commitment variable has a positive effect on personnel performance. The probability value (significance) = 0.000. So the probability of 0.000 is below 0.05. Thus, H_0 is rejected and H_a is accepted.

2) F test

The ANOVA test obtained a calculated F value of 66,455 which is greater than the F table for $n = 46$ of 2.81 with a significance level of 0.000 because $0.000 < 0.05$, so it can be said that individual characteristics (X_1) and organizational commitment (X_2) together have a positive effect on personnel performance (Y).

CONCLUSION

1. Individual Characteristics have a positive and significant influence on the Performance of Rawamerta Sector Police Personnel. The results of the partial test (t-test) show that the calculated t-value is greater than the t-table at a significance level of 5%.
2. Organizational Commitment has a positive and significant influence on the Performance of Rawamerta Sector Police Personnel. The test results show that personnel who have high loyalty, emotional attachment to the organization, and willingness to contribute maximally will show better performance.
3. Individual Characteristics and Organizational Commitment simultaneously have a positive and significant effect on the Performance of Rawamerta Sector Police Personnel. Based on the results of the simultaneous test (F test), both independent variables together have a significant effect on personnel performance. The coefficient of determination (R Square) value of 0.756 indicates that 75.6% of the variation in performance personnel can be explained by Individual Characteristics and

Organizational Commitment, while the remaining 24.4% is influenced by other factors not examined in this study.

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