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The Influence of Education and Career Development on Personnel Performance in The Special Detacion 88 Anti-Terror of The Republic of Indonesia Police

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Abstract: The objectives of this study are: To determine and analyze the influence of education on personnel performance, to determine and analyze the influence of career development on personnel performance, and to determine and analyze the simultaneous influence of education and career development on personnel performance. The test statistics used were as follows: There is an influence of training on work behavior, this can be seen from the t count value for Education (X1) of 4.858 while the t table value for $n = 71$ is 1.950. So $4.858 > 1.950$, then H_0 is rejected and H_a is accepted, it can be stated that Education (X1) has a significant effect on personnel performance (Y), the t count value for Career Development (X2) is 9.758 while the t table value for $n = 71$ is 1.950. So $9.758 > 1.950$, then H_0 is rejected and H_a is accepted, it can be stated that Career Development (X2) has a significant effect on Personnel Performance (Y). The R-square (R^2) value is 0.742. This indicates that 74.2% of Education (X1) and Career Development simultaneously influence Personnel Performance (Y), while the remaining 25.8% is influenced by other factors not examined in this study.

Keyword: Education, Career Development, Personnel Performance.

INTRODUCTION

The Indonesian National Police (Polri) is an institution where education is a strategic process for improving the skills and professionalism of its members. Through education, each personnel is equipped with the tactical, technical, and ethical knowledge necessary to carry out police duties professionally. According to Hasibuan (2016), Education is a process to improve theoretical, conceptual and moral abilities so that the implementation of tasks becomes more effective and efficient.

In the context of Densus 88, the education implemented covers various levels, from basic police education (Diktuk) and specialist development education (Dikbangspes), to tactical anti-terrorism training, explosives disposal (Jihandak), crisis negotiation, and digital forensics.

However, based on the results of the 2024 evaluation of the Densus 88 AT Human Resources Section, there is still inequality in educational access among personnel.

In the police force, career development is ideally based on competence, performance, and integrity (a merit system). However, in practice, preliminary interviews with several Densus 88 personnel indicate that some members feel the promotion and job rotation process is less transparent and not entirely merit-based. Others feel their career development is hampered by excessively long assignments to certain positions without a clear path to the next level.

In addition, with the increasing complexity of the threat of terrorism, the demand for high professionalism is a must. Therefore, education and career development must be designed in an integrated manner as a performance-based human resource management strategy (performance-based HR management). By considering the above description, it can be concluded that education and career development have a significant influence on improving the performance of Densus 88 AT Polri personnel. Imbalance in their implementation can hinder the achievement of maximum performance and impact the effectiveness of anti-terror operations as a whole. Therefore, this study is important to analyze the extent to which education and career development influence the performance of personnel at the Special Detachment 88 Anti-Terror of the Republic of Indonesia Police, with the aim of providing strategic input for strengthening the Polri human resource development system to be professional, competent, and have high integrity.

Several factors can influence performance, one of which is career development. The phenomenon of career development not proceeding as intended is due to the persistent subjective element of management in assessing personnel performance, resulting in a decline in personnel performance. Management should be able to minimize this by managing career development in accordance with International Organization for Standardization (ISO) standards.

Based on the description, the author is interested in conducting research related to the title, "The Influence of Education and Career Development on Improving Personnel Performance at the Special Detachment 88 Anti-Terrorism Unit of the Republic of Indonesia Police."

METHOD

Types of research

This research uses a quantitative approach, both descriptive and associative. It is called a quantitative approach because the approach used in the research proposal, process, hypothesis, fieldwork, data analysis, and conclusions, as well as writing, utilizes aspects of measurement, calculation, formulas, and numerical data certainty. According to Sugiyono (2019), Quantitative research is a research method 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, and data analysis is quantitative/statistical with the aim of testing predetermined hypotheses.

Sample population

According to Sugiyono (2019), population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. Based on this understanding, the population in this study is all personnel of the Special Detachment 88 Anti-Terrorism Police of the Republic of Indonesia (Densus 88 AT Polri) who are actively serving in 2025, amounting to 245 personnel. In determining the sample of this study, the Slovin formula was used as many as 71.

Method of collecting data

In this study, the author used quantitative research because the data obtained will be in numerical form. These figures will be further analyzed in data analysis. This study consists of three variables: education and career development as the independent variables and employee performance improvement as the dependent variable.

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 training and career development together on improving the performance of personnel at the Special Detachment 88 Anti-Terror of the Republic of Indonesia 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 on the variables of training and career development together to improve personnel performance at the Special Detachment 88 Anti-Terrorism Unit of the Republic of Indonesia Police 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 $r\ alpha > r\ table$, 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 $t_{count} < t_{table}$.
 - 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 of training and career development together on improving personnel performance at the Special Detachment 88 Anti-Terrorism Police of the Republic of Indonesia , 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 Education (X_1), Career development (X_2), and personnel performance (Y) and is 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 (X_1)	.160	.037	.387	4,334	.000
	Organizational commitment (X_2)	.518	.077	.598	6,703	.000

a. Dependent Variable: Personnel performance (Y)

To determine the value of the multiple linear regression equation as follows: $Y = 9.715 + 0.317.X_1 + 0.473.X_2$, meaning It can be explained as follows:

- 1) Constant value $a = 9.715$ it can be interpreted that if the Education and Career Development variables have a value of zero then Personnel Performance has a negative value of 9.715.
- 2) Education regression coefficient $b_1 = 0.317$ can be interpreted that if the Education value increases by one, the Personnel Performance value will also increase by 0.317.
- 3) Career development regression coefficient $b_2 = 0.473$ can be interpreted that if the Career Development value increases by one, the Personnel Performance value will also increase by 0.473.

b. Coefficient of Determination

Based on the calculations in the table below The relationship test was carried out for the three variables, and based on the Model Summary table, the R Square (R^2) value was 0.742. This shows that 74.2% of Education (X_1) and Career Development simultaneously influence Personnel Performance (Y) while the remaining 25.8% is influenced by other factors not examined in this study.

c. Hypothesis Testing

1) t test

- a) The influence of education (X_1) on personnel performance (Y)

Based on the results of the t test, the calculated t value for Education (X_1) is 4.858 while the t table value for $n = 71$ is 1.950. So $4.858 > 1.950$, then H_0 is rejected and H_a is accepted, it can be stated that Education (X_1) has a significant effect on Personnel Performance (Y)

- b) Influence Career development (X_2) on personnel performance (Y)

Based on the results of the t-test in the coefficients table The calculated t value for Career Development (X_2) is 9.758 while the t table value for $n = 71$ of 1,950. So $9,758 > 1,950$, then H_0 is rejected and H_a is accepted, it can be stated that Career Development (X_2) has a significant effect on Personnel Performance (Y).

2) F test

Test ANOVA obtained a calculated F value of 97.976. While the F table ($\alpha 0.05$) for $n = 71$ was 3.312. So the calculated $F >$ from the F table ($\alpha 0.05$) or $97.976 > 3.312$ with a significant level of 0.000 because $0.000 < 0.05$, it can be said that Education (X_1) and Career Development (X_2) together have a positive effect on Personnel Performance (Y).

CONCLUSION

1. There is an influence of Education on Personnel Performance , this can be seen from the calculated t value for Education (X_1) of 4.858 while the t table value for $n = 71$ is 1.950 . So $4.858 > 1.950$, then H_0 is rejected and H_a is accepted, it can be stated that Education (X_1) has a significant effect on Personnel Performance (Y).
2. There is an influence of career development on personnel performance, this can be seen from The calculated t value for Career Development (X_2) is 9.758 while the t table value for $n = 71$ of 1,950. So $9,758 > 1,950$, then H_0 is rejected and H_a is accepted, it can be stated that Career Development (X_2) has a significant effect on Personnel Performance (Y).
3. There is an influence of education and career development on personnel performance. test ANOVA obtained a calculated F value of 97.976 While F table ($\alpha 0.05$) for $n = 71$ is 3.312. So F count $>$ from F table ($\alpha 0.05$) or $97.976 > 3.312$ with a significant level of 0.000 because $0.000 < 0.05$. It is said that Education (X_1) and Career Development (X_2) together have a positive effect on Personnel Performance (Y). The R Square (R^2) value is 0.742. This shows that 74.2% of Education (X_1) and Career Development simultaneously have an effect on Personnel Performance (Y) while the remaining 25.8% is influenced by other factors not examined in this study.

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