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The Influence of Personnel Management and Organizational Structure on Work Effectiveness at Bamin Subsiverif Sikeu Polresta Tangerang Banten Regional Police

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Abstract: The objectives of this study: 1) To determine the effect of Personnel Management on Work Effectiveness, 2) To determine the effect of Organizational Structure on Work Effectiveness, 3) To determine the effect of Personnel Management and Organizational Structure on Work Effectiveness. This is proven by the calculated t-value of 5.556 which is greater than the t-table of 1.997 at a significance level of 0.05, Organizational Structure has a significant effect on Member Work Effectiveness. The test results show a calculated t-value of 7.272, which is greater than the t-table of 1.997, so the hypothesis states that there is an influence of organizational structure on member work effectiveness can be accepted, Personnel Management and Organizational Structure simultaneously have a significant effect on Member Work Effectiveness. Based on the results of the F test, the calculated F-value is 60.361 which is greater than the F-table of 2.75 with a significance level of 0.000 < 0.05. The Adjusted R Square value of 0.661 indicates that 66.1% of the variation in employee work effectiveness can be explained by personnel management and organizational structure, while the remaining 33.9% is influenced by other factors.

Keyword: Personnel Management, Organizational Structure, Work Effectiveness.

INTRODUCTION

The importance of the effectiveness of member work is to make continuous improvements for the agency, improving the quality of work results by the agency, empowering human resources within the agency can be done by giving their rights as members. The effectiveness of member work can be achieved if supported by leaders who supervise their work therefore, with supervision from each individual or supervision from their leaders it is very important for the smooth running of the work being done. Effectiveness is related to the

achievement of goals, efficiency is the ratio of effective output to the input needed to achieve it.

Factors that can influence the effectiveness of member work are Personnel Management. Personnel Management is very important for an agency. Personnel Management or human resources are very important for companies or agencies in managing, organizing, and utilizing employees so that they can function productively to achieve company goals. The development of an organization is very dependent on workforce productivity, and the good or bad performance in the organization can be seen from the work discipline of employees within the agency. With professional human resource management regulations, it is expected that employees work productively.

Resources are a crucial factor in a company's efforts to achieve its goals and objectives, as they are a key determinant of the company's success. Human resource management is crucial to a company's success because human capital possesses certain qualities that make it valuable.

Organizing essentially means the process of determining role structures, through determining activities, assigning and delegating groups of activities to managers, the authority to carry them out, coordinating authority and information relationships, both horizontally and vertically in the organizational structure.

METHOD

Types of research

The quantitative method was chosen so that the research results could be measured objectively through numerical data obtained from the questionnaire, then analyzed using inferential statistical techniques. A statement or question that requires alternative answers, strongly agree, agree, less agree, disagree where each: strongly agree is given a score of 4, agree 3, less agree 2, and disagree 1 (Sugiyono, 2022). Quantitative research takes a distance between the researcher and the object of research. Quantitative research uses formal, standardized, and measuring instruments. The research method used is a survey method by collecting data through research instruments, and distributing questionnaires to members of the Indonesian National Police Certification Institute, the results of which are then processed using the SPSS program for Windows version 29 to determine the positive and significant influence between Personnel Management (X_1) and Organizational Structure (X_2) towards Work Effectiveness simultaneously at the Bamin Subsiverif Sikeu Polrestas Tangerang Polda Banten. This method is used to test the influence between two independent variables and one dependent variable.

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. The author can conclude that the population used as the object in this study is all employees who work at Bamin Subsiverif Sikeu Polrestas Tangerang Polda Banten, totaling 65 employees. In this study, the sample taken was all employees of Bamin Subsiverif Sikeu Polrestas Tangerang Polda Banten, totaling 65 employees.

Method of collecting data

Techniques are methods for searching for and obtaining data on variables in the form of notes, reports, and documentation. According to Sugiyono (2020), there are two main factors that influence the quality of research data: the quality of the research instrument and the quality of the results. In this study, the data collection technique used is the field research technique, carried out by going directly to the field using a questionnaire data collection tool which is distributed to respondents.

The data collection techniques used in this study are as follows:

1. Questionnaire

In this study, the author used a closed questionnaire (statements that were already available), where the author provided respondents with a choice of each statement submitted, so that respondents only had to mark (X) or mark (√) on each statement option they wanted.

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

Research instrument of the influence variable between Personnel Management (X1) and Organizational Structure (X2) towards Work Effectiveness simultaneously at the Bamin Subsiverif Sikeu Polrestas Tangerang Polda Banten 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 (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 Personnel Management (X_1), organizational structure variables (X_2) and Work Effectiveness (Y), with the test results being:

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

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 variable X_1 (Personnel Management), variable X_2 (Organizational Structure) and variable Y (Work Effectiveness) 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 Effectiveness 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**1) t test**

- a) The Influence of Personnel Management (X_1) on the Work Effectiveness of Members (Y)

Based on the coefficients table, the calculated t value for variable X_1 (personnel management) is 5.556, while the t table value for $n = 65$ is 1.997. So $t_{count} > t_{table}$ or $5.556 > 1.997$, it can be concluded that partially the personnel management variable has an effect on the effectiveness of member work. 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 Structure (X_2) Against Member work effectiveness (Y).
calculated t value for variable X_2 (Organizational Structure) is 7.272, while the t table value for $n = 65$ is 1.997. So $t_{count} > t_{table}$ or $7.272 > 1.997$, it can be concluded that partially the Organizational Structure variable has an effect on the Work Effectiveness of Members. 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

From the results of the table above, namely the ANOVA test or F_{test} or F_{count} , the value obtained is 60,361 which is greater than the F_{table} of 2.75 with a significance level of 0.000 because $0.000 < 0.05$, it can be said that the personnel management variable (X_1) and the Organizational Structure variable (X_2) together have an effect on the Member Work Effectiveness variable (Y).

b. Coefficient of Determination

The result of the Adjusted R Square value is 0.661. This shows that 66.1% of personnel management and Organizational Structure simultaneously (together) influence the effectiveness of Member work while the remaining 33.9% is influenced by other factors not examined in this study.

CONCLUSION

1. Personnel Management has a significant effect on the Work Effectiveness of Members. This is evidenced by the calculated t-value of 5.556, which is greater than the t-table of 1.997 at a significance level of 0.05. Thus, it can be concluded that the better the implementation of personnel management, which includes planning, organizing,

- coaching, development, and performance assessment, the higher the effectiveness of members' work in carrying out their duties and responsibilities.
2. Organizational structure has a significant influence on the effectiveness of member work. The test results show a t-count value of 7.272, which is greater than the t-table of 1.997, so the hypothesis stating that there is an influence of organizational structure on the effectiveness of member work can be accepted.
 3. Personnel Management and Organizational Structure simultaneously have a significant effect on Member Work Effectiveness. Based on the results of the F test, the calculated F value is 60.361, which is greater than the F table of 2.75 with a significance level of $0.000 < 0.05$. This indicates that the two independent variables together have a significant effect on member work effectiveness. Adjusted R Square Value of 0.661 indicates that 66.1% of the variation in the effectiveness of member work can be explained by personnel management and organizational structure, while the remaining 33.9% is influenced by other factors not examined in this study, such as leadership, work motivation, organizational culture, work environment, and reward system.

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