

The Effect of Personnel Ability, Organizational Culture, Organizational Commitment to Performance Personnel in Poles Mona

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Abstract: This study aims to determine and analyze the effect of personnel ability, organizational culture, organizational commitment to the performance of personnel at Polres Muna. This research was conducted by survey method to 100 police personnel in Polres Muna. Data analysis was done by using multiple linear regression with the help of SPSS 23 program. The results showed that the ability of personnel, organizational culture, organizational commitment both simultaneously and partially have a positive and significant effect on personnel performance at Muna Resort Police.

Keyword: Personnel Ability, Organizational Culture, Organizational Commitment, Personnel Performance, Muna Resort Police

Date of Submission: 26-02-2018

Date of acceptance: 14-03-2018

I. Introduction

In recent years many functions of human resources (HR) play a role through vision, strategy, structure, process and new system. However, for the sustainability of the transformation of HR functions, HR professionals must develop and demonstrate new competencies to fulfill their roles and responsibilities. To understand the development of demands and expectations of the community, the Indonesian National Police as one of the government institutions, has been trying to reform by making changes in the structural, instrumental, mindset and cultural aspects in order to meet the demands and expectations of the people against the Indonesian National Police, that is to become an independent civilian police (civilian police), professional and trusted by the community and only serve the interests and demands of society.

With regard to personnel improvements, according to Gibson (1985: 13), personnel performance is influenced by ability factors. Ability is a born or learned trait that allows a person to complete his work. Mangkunegara (2005: 13), argued that the ability consists of two characteristics of knowledge and skills.

Another factor that also has an important role in improving employee performance is the organizational culture. Organizational culture can create strong commitment and performance in an organizational environment. Man or someone who is in the life of the organization trying to determine and form something that can accommodate the interests of all parties, so that in carrying out its activities do not clash with the various attitudes and behavior of each individual. Something that is meant is nothing but Habits are a number of behaviors that have become collective habits among employees in performing their duties (Schein, 1985; Martin, 1992; Hatch, 1997) and Confidence are some of the values that become principles for every employee. in performing the task (Martin, 1992; Hatch, 1997).

The results of previous research suggest that all the dimensions of the corporate culture studied here resulted in great influence in motivating employees to commit to their organizations (Zain, Isaac, Ghani, 2009). The results of McKinnon's research, et al (2003) that there is a strong positive relationship between the values of organizational culture (ie respect for others, innovation, stability and aggressiveness) with employee response (ie Organizational Commitment, job satisfaction, propensity to remain in the organization and information sharing behavior). This shows the importance of the influence of organizational culture on employee conditions.

Another variable related to the organization is the study based on the research of Reid et al. (2008) examines Organizational Commitment, and job satisfaction in important segments in the public or government sectors. A model that investigates work characteristics and work experience variables that together influence effective Organizational Commitment, job satisfaction and job engagement. At the same time, this discovery enhances our understanding of affective commitment and job satisfaction in the public sector and provides ideas for actions for department managers to maintain the values of employees. Overall there is a strong relationship

between Organizational Commitment and job satisfaction in key segments of the public sector workforce of information technology employees in State government.

Based on the previous description can be argued that the ability of employees, organizational culture and commitment has a strong correlation with employee performance. Therefore this research would like to study how the role of personnel ability, organizational culture and personnel commitment in improving the performance of police personnel in Muna Resort Police.

II. Literature Review and Hypotheses

This study was conducted to determine the effect of the ability of personnel, organizational culture and commitment to the performance of personnel, therefore as a basis to understand how the ability of personnel, organizational culture and commitment has a correlation and role in improving the performance of personnel then in this section is explained by referring to several theories and previous research relevant to this study.

The relationship between variables based on the model built in this study, described as follows:

2.1. Influence of Personnel Ability, Organizational Culture, Organizational Commitment to Personnel Performance at Muna Resort Police

Referring to some previous research results and literature review indicates that the capabilities of personnel, organizational culture and organizational commitment are influential and have a very strong correlation to employee performance (Mulyanto, 2007; McKinnon et al., 2003; Raynald Karauwan et al., 2015; Chen, 2004; Dirani, 2009; Stela Timbuleng and Jacky SB Sumarauw, 2015), then the proposed hypothesis 1 is:

Hypothesis 1: The personnel ability, organizational culture and organizational commitment have a positive and significant effect on the personnel performance at Muna Resort Police

2.2. Influence of Personnel Ability to Personnel Performance at Muna Resort Police

Spencer & Spencer (1993) in Wibowo (2007: 87), states that ability is the basic foundation of people's characteristics and indicates how to behave or think, equate situations, and support for long periods. Ability to explain what employees do at work at different levels and break standards every level, identify characteristics, knowledge and skills needed by individuals to enable tasks and responsibilities to be effective in order to achieve professional quality standards in work. , aspects of performance management records, certain skills and knowledge, attitudes, communications, applications, and development. Mulyanto's research (2007) has proven that the improvement of individual capability will have an impact on the high performance of individuals. Based on this, the proposed hypothesis 2 is:

Hypothesis 2: The personnel ability have a positive and significant effect on the personnel performance at Muna Resort Police

2.3. The Influence of Organizational Culture on Personnel Performance at Muna Resort Police

Organizational culture is the basic assumptions and beliefs shared by members of the organization and is a consistent solution that can work well for a group in dealing with its external and internal problems so that it can be taught to new members as a perception, thinking and feeling in relation to the problems (Schein, 1995). Several previous research findings have proven that organizational culture is important in improving employee performance (McKinnon et al., 2003; Raynald Karauwan et al., 2015). Based on this, the proposed hypothesis 3 is:

Hypothesis 3: The Organizational Culture have a positive and significant effect on the personnel performance at Muna Resort Police

2.4. The Effect of Organizational Commitment on Personnel Performance at Muna Resort Police

Organizational commitment is related to the total involvement of a person to the organization, both cognitively and affectively. Cognitive involvement includes a person's view or perception of the organization which then guides the person interested and accepts the organization's values, goals and objectives (Mowdey, Porter & Steers, 1982). Organizational commitment has an important role in improving employee performance (Chen, 2004; Dirani, 2009; Stela Timbuleng and Jacky S. B. Sumarauw, 2015). Based on this, the proposed hypothesis 4 is:

Hypothesis 4: The Organizational Commitment have a positive and significant effect on the personnel performance at Muna Resort Police

III. Methodology

This research was conducted by using survey method on 89 civil servants of Kendari City Transportation Department. Data analysis was done by using multiple linear regression with the help of SPSS 23 program.

IV. Result and Discussion

Summary of calculation results of multiple linear regression analysis in this study can be seen in Table 4.1 as follows:

Table 4.1. Summary of Results of Multiple Linear Regression Analysis

No	Independent Variabel	Regression coefficient (β)	t	Sig
1.	Personnel Ability	0,207	2,165	0,033
2.	Organizational Culture	0,247	2,209	0,030
3.	Organizational Commitment	0,537	7,602	0,000
R = 0,971				
R Square (R ²) = 0,942				
F = 523,492				
F _{sig} = 0,000				
Standar Error = 0,98879				

Source: Processed data 2018

Based on the results of multiple linear regression analysis shown in Table 4.1 above, the results can be explained as follows:

1. R value of 0.971 or 97.1 percent indicates that the correlation between Personnel variables, organizational culture and organizational commitment with personnel performance is very strong, this is because the value of R produced close to 1.
2. The determination coefficient (R²) value of 0.942 indicates that 94.2 percent of the variation in the dependent variable of personnel performance is explained or explained by the independent variable; personnel ability, organizational culture and organizational commitment. The values of 0.058 or 5.8 percent are explained by other variables not included in the model.

After the data were analyzed then obtained the model of regression equation as follows:

$$Y = 0,207 X_1 + 0,247 X_2 + 0,537 X_3$$

Referring to Table 4.1 and above equations, it can be interpreted as follows:

1. The regression coefficient for the personnel ability variable (X1) of 0.207 indicates a positive or unidirectional influence of the personnel ability variable (X1) on the personnel performance variable (Y). These results indicate that the better the ability of Muna Police personnel owned by each personnel in carrying out their duties and work will be followed by improved personnel performance at Muna Resort Police
2. The regression coefficient for organizational culture variable (X2) of 0.247 indicates a positive or direct influence of the organizational culture variable (X2) on the personnel performance variable (Y). These results indicate that the better organizational culture applied by Muna Police personnel in carrying out their duties and work will be followed by improved personnel performance of Muna Resort Police.
3. Regression coefficient for organizational commitment variable (X3) to variable of performance of personnel (Y3). These results indicate the higher organizational commitment of Muna Police personnel in carrying out their duties then the performance of Muna Police personnel will also increase.

Hypothesis testing can be tested simultaneously based on the value of F or probability (FSig.). Based on the results of data analysis show in Table 4.1 it can be explained that:

Hypothesis 1: The personnel ability, organizational culture and organizational commitment have a positive and significant effect on the personnel performance at Muna Resort Police

The test results show that the F value generated is 523.492 with a probability level (sig.) Of 0.000. The resulting probability level (Sig.) Is smaller than the specified level of significance (α) of 0.05. Research that states the ability of personnel, organizational culture and organizational commitment simultaneously have a positive and significant effect on the performance of Muna Police personnel is acceptable. Based on this it can be explained that the better kemampuan personnel, organizational culture and organizational commitment will improve the performance of each police personnel in Polres Muna.

Partial test of hypothesis in research is based on result of t statistic test which is used to test the level of significance partially between independent variable (X) and dependent (Y). This t test is used to determine the prediction accuracy of the obtained regression coefficients, the greater the t test value and the smaller the significance value, meaning the prediction accuracy specified in the regression model is more accurate. The results of partial hypothesis testing are described as follows:

Hypothesis 2: The personnel ability have a positive and significant effect on the personnel performance at Muna Resort Police

The test results show that the value of t test for the personnel ability variable is 2.165 with the regression coefficient of 0.207 and the probability value (sig.) Of 0.033. the resulting probability value is smaller than the specified level of significance (α) value of 0.05. these results suggest that the hypothesis that the variable "personnel ability has a positive and significant effect on personnel performance" is acceptable. Based on this fact, the findings can be explained that the better the ability of Muna Police personnel in performing their duties and jobs, the performance of Muna Police personnel will also increase.

Hypothesis 3: The Organizational Culture have a positive and significant effect on the personnel performance at Muna Resort Police

Test results show that the value of t test the organizational culture variable is equal to 2.209 with the regression coefficient of 0.247 dn probability value (sig.) Of 0.030. The resulting probability value is smaller than the specified level of significance (α) value of 0.05. These results indicate that the hypothesis that the variable "organizational culture has a positive and significant effect on personnel performance" is acceptable. Based on this case, the findings can be explained that the better implementation of organizational culture by Polres personnel in carrying out their duties and work then the performance of Muna Police personnel will increase.

Hypothesis 4: The Organizational Commitment have a positive and significant effect on the personnel performance at Muna Resort Police

The test results show that the value of t test for organizational commitment variable is equal to 7,602 with regression coefficient equal to 0,537 dn probability value (sig.) Equal to 0,000. The resulting probability value is smaller than the specified level of significance (α) value of 0.05. These results indicate that the hypothesis that the variable "organizational commitment has a positive and significant effect on personnel performance" is acceptable. Based on this case, the findings can be explained that the better the organizational commitment of personnel in Polres Muna then the performance of personnel will increase

V. Limitation and Future Research

There are limitations of this study and are therefore recommended for future research, ie the generalization capability of this study is still limited to Muna Police personnel, therefore to improve the generalizability of this research it is recommended to expand the population from the research focus of the police personnel in Southeast Sulawesi.

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IOSR Journal of Business and Management (IOSR-JBM) is UGC approved Journal with SI. No. 4481, Journal no. 46879.

Sofyan " The Effect of Personnel Ability, Organizational Culture, Organizational Commitment to Performance Personnel in Poles Mona." *IOSR Journal of Business and Management (IOSR-JBM)* 20.3 (2018): 42-47.