

The Influence of Work Discipline, Job Satisfaction and Self Efficacy on Apparatus' Performance in Police Resort Of Mona Regency

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Abstract: This study aims to know and analyze: (1) The influence of Work Discipline on apparatus performance (2) The influence of the job satisfaction on performance of the apparatus (3) The influence of self-efficacy on performance apparatus.

This research uses quantitative approach and explanatory is aimed at knowing factors / influence arrangement of a dimensions. The object of this research is the police resort district of Muna with a population of 605 people. As for the procedur of sampling using Slovin formula with standard error 10% so get sample of 98 respondents. The analysis technique used standardize regression analysis, with the calculation process assisted by the SPSS 20 program.

The result of this study showed that work discipline have positive and significant impact on performance of police officers resort Muna Regency. This can be interpreted that if the work discipline is improved it will improve the performance of police officers resort Muna Regency. Job satisfaction has a positive and significant impact on the performance of Muna Regency police officer. This can be interpreted that if the satisfaction of work semankin good then will improve the performance of police officer resort of Regency of Muna. Self efficacy has a positive and significant effect on the performance of Muna Regency police officer. This can be interpreted that if the self efficacy semankin well it will improve the performance of police officers resort Muna Regency.

Keywords - Work Discipline, Job satisfaction, self efficacy, performance of apparatus

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I. Introduction

Public service in the life of the community is an important thing that is needed by the community. This service is a series of activities in order to meet the needs of service to the community in accordance with the legislation for every citizen and the residents are entitled to goods, services and / or administrative services provided by public service providers. Public service delivery is carried out by every state institution, corporation, independent institution including a police institution established under the law for public service activities. Organizations are a consciously coordinated social entity with a reactive boundary that can be identified, work continuously for achieve goals (Robbins, 2006).

According to (Mangkunegara, 2002) the performance of the apparatus is the result of work both in quality and quantity achieved by a person apparatus in carrying out tasks according to the responsibilities given. With the better performance of the apparatus it will have a big effect on the police institution in Indonesia and more specifically in Muna district because if every police officer achieves, then the goal of the police institution will be achieved as a hope of all parties. To achieve good performance in the police institution required strict discipline work among police officers.

In addition to work discipline, other factors that affect performance is job satisfaction. Gholizadeh, et al. (2014) defines job satisfaction as the level of positive feelings and attitudes that a person feels about their work. The job satisfaction of the apparatus is whether or not his or her desire towards the job (Timmreck, 2001). If in an officer's work environment does not get what is expected of fair promotional opportunities, good income, colleagues and pleasant bosses and satisfaction with the job itself then certainly the performance of the apparatus will be bad. For this (Robbin s, 1996) says that job satisfaction is a common attitude toward one's job as the difference between the number of rewards earned by the worker and the many believed to be acceptable. Further (Coomber & Barribal, 2007), stated that job satisfaction is considered as an important factor

affecting a person's intention to remain in his position. Job satisfaction becomes important for nurses because nurses with high job satisfaction will affect their service to patients (Lin et al ., 2007).

How much research on job satisfaction in relation to performance improvement has been done by previous researchers as research conducted by (Inuw, 2016). The results of this study indicate that there is a positive and significant relationship between job satisfaction on the performance of non-academic staff of the University. However, the results of this study are not in line with previous studies as conducted by (Agustiniingsih, Thoyib, Djumilah & Noermijati, 2016) indicating that job satisfaction and OCB have no significant effect on AR Monitoring performance. Similarly, research conducted by (Masydzulhak, Ali & Anggraeni, 2016) . The results of this study indicate that kep working uasan negatively affect employee performance.

Self-efficacy is one of the individual's self-efficacy skills. The concept of self-efficacy was first proposed by Bandura (1987) . *Self-efficacy* refers to the perception of an individual's ability to organize and implement actions to display a certain skill (Bandura, 1986). According to (Baron & Byrne, 2000) suggests that *self-efficacy* is an individual's *judgment* of the ability or competence to perform a task, and produce something. Based on the opinion of the experts, it can be concluded that *self-efficacy* is an individual's belief or confidence in his ability to organize, perform a task, achieve a goal, produce something and implement actions to display a certain skill.

Success in a field is closely related to *self-efficacy* (Bandura, 1997). *High self efficacy* in a field is closely related to good results, such as tackling job satisfaction and performance (Judge & Bono, 2001), better physical and mental health (Bandura, 1997), to better academic achievement (Bandura , 1997; Robbins et al., 2004). For example, students with high academic *self-efficacy* exhibit better academic performance (Robbins et al., 2004). Similarly, research conducted by Salman, et al 2016 , Cherian & Jacob , 2013) shows that *self-efficacy* theory can be applied to improve performance especially in creating motivation for employees so that it is performance-oriented.

Research conducted by (Sofyan, Rahman, Bima, Syamsu & Nujum, 2016) under the title *The Effects Of Career Development And Working Discipline Towards Working Satisfaction And Employee Performance In The Regional Office Of Ministry Of Religious Affairs In South Sulawesi*. The results showed that there was a direct and significant influence of career development on performance through job satisfaction, and the influence of work discipline on satisfaction, career development on performance and work discipline on performance did not significantly influence. The relevance of this research with the research that will be done is both to test the influence of work discipline on performance.

Research conducted by (Turang, Kindangen & Tumiwa, 2015) with research title *Influence of Leadership Style, Motivation, And Work Discipline On Employee Performance In PT.Dayana Cipta*. The purpose of this study is to see the effect of work discipline on employee performance. The results of this study indicate that simultaneously leadership style, motivation, and work discipline have a positive influence on employee performance. Thus pulan with partial influence, work discipline affect the performance of employees.

Sarwani, (2015) said that together or partially, work discipline and work environment have a significant effect on employee performance. Of the two independent variables studied, indicate that the work environment has a dominant influence on employee performance.

According to Brasit, Payangan & Pahlevi, (2015) with the title of *Effects of Leadership, Competency, and Work Discipline on the Application of Total Quality Management and Employees' Performance for the Accreditation Achievement of Government Hospitals in Jakarta, Indonesia*. The results of this study indicate that the competence and discipline of employees have a significant influence on the application of TQM. Also, it was found that Leadership, competence and work discipline had a significant effect on employee performance.

Research conducted by (Simba, Agak & Kabuka, 2013) with the title of *Impact of Discipline on Academic Performance of Pupils in Public Primary Schools in Muhoroni Sub-County, Kenya* . The results of this study recommend that the effort to improve discipline among students to improve academic achievement.

Research conducted by (Agustiniingsih, Thoyib, Djumilah & Noermijati, 2016) entitled *The Effects of Remuneration, Job Satisfaction and OCB on the Employee Performance*. The results of this study indicate that the remuneration has a negative and significant effect on the performance of AR Control. In addition, job satisfaction and OCB have no significant effect on AR Monitoring performance.

Research conducted by (Masydzulhak, Ali & Anggraeni, 2016) entitled *The Influence of work Motivation and Job Satisfaction on Employee Performance and Organizational Commitment Satisfaction as an Intervening Variable in PT. Asian Isuzu Casting Center*. The results showed that job satisfaction has a negative effect on performance.

Research conducted by (Badrie ELDaou, 2016) entitled *The Relationship between Teacher's Self-efficacy, Attitudes towards ICT Usefulness and Student's Science Performance in the Lebanese Inclusive Schools 2015*. The findings of this study revealed that *self-efficacy* of teachers at the level of technology use and attitude have a significant influence on the value and interaction of students with special needs.

II. Conceptual Framework

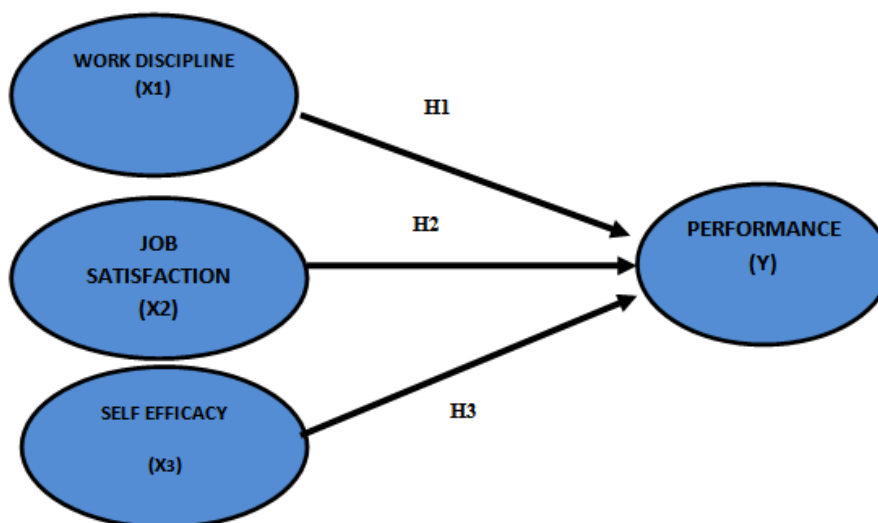


Figure 3 Conceptual framework

- Source : 1. (Hasibuan, 2010)
2. (Hasibuan, 2010)
3. (Bandura, 1986)
4. (Law No. 2 of 2002 Article 13)

Based on the problems and conceptual framework that have been mentioned above, can be formulated

hypothesis as follows:

H 1 : Work discipline has a positive effect on apparatus performance

H 2 : Job satisfaction has a positive effect on apparatus performance

H 3 : Self Efficacy has a positive effect on apparatus performance

III. Methodology

Population and sample

According to (Burhan, 2000: 40) Population is the whole (*universum*) of the object of research so that these objects can be the source of research data. In this study population is the total number of officers who served in the Police Resort Muna District which currently amounts to 605 officers. If the subject of research is less than 100 people then taken all, but if the number is above 100 people then the sample can be taken between 8 -15% Kunto in Erza, 2012). Because of the large population of 605 apparatus, the researchers used error standards of 10% of the total population or as many as 98 employees.

Method of collecting data

The data collection techniques used by researchers using primary data, ie interviews with one of the parties concerned and provide a questionnaire to obtain primary data. Questions in the questionnaire were made based on the Likert Scale. Likert scale is the subject of research faced with statements, and respondents are asked to answer every question that is in the questionnaire. (Umar in Ezra, 2012). The alternative answers that researchers submit as follows:

- SS = Strongly Agree with value 5
S = Agree with value 4
RR = Doubt with value 3
TS = Disagree with value 2
STS = Strongly Disagree with value 1

Data analysis technique

The analysis used in this study is to use analysis of validity and reliability for test questionnaire. The regression analysis technique is used to see how big the ellend between each independent variable and the dependent variable. Technique this analysis belongs to the category so collective model will be obtained correlation coefficient between independent variables with dependent variable, significant levelcoefficient, regression line equation, correlation between sub-variables of predictor and effective contribution (inner hadi Almigo, 2004). Analysis of data used is a Statistical tool (SPSS / *Statistics for*

Products and Services Solution Release 20.0) on Windows 10. The quantitative analyst model to be used is Standardize Regression model with the following equation:

Where :

- Y = Dependent Variables
- X = Variable Free
- X1 = Work Discipline
- X2 = Job satisfaction
- X2 = *Self Efficacy*
- Y = Apparatus Performance
- a = Constanta
- e = error

IV. Result and Discussion

Identity of Respondents

Of the total 605 Muna Resort Police Resort Officers, who participated in this study were 98 employees . Table 1 summarizes the demographic characteristics of the employees / apparatus sampled in the study. A total of 61 employees or 62.24% are male, then the majority of the sample in this study is the age range 31 - 40 years as many as 42 respondents. In this research also majority of respondents have working period 13-18 years, and with education level which dominates the respondents of this research is at SMA level.

Table 1. Demographic characteristics of the employees / apparatus

Characteristics of Respondent's Demographic Characteristics	amount	Percentage
Gender		
Man	37	37.76
Woman	61	62.24
Age		
21- 30 years	33	33.68
31 - 40 years	42	42.86
41- 50 years	16	16.32
51 - 58 years	7	7.14
Last education		
SMA	47	47.95
D3	8	8.17
S1	34	34.69
S2	9	9.19
Years of service		
0 - 6 years	20	20.40
7 - 12 years	28	28.58
13 -18 years	42	42.85
19 -25 years	8	8.17

Source: Primary Data in 2018

Questionnaires and data used have been tested for validity, reliability, linearity, and normality. The test results show that the data of all variables are valid, reliable, linear, and normal. After all assumptions are met, hypothesis testing is performed using t test. Hypothesis test results can be seen in Table 2 .

Table 2.

Relationship Hypothesis Test Result	Beta (standardized)	t	Sig.
Work discipline - apparatus performance	0.684	0.696	0.008
Job satisfaction - apparatus performance	0.463	3.973	0.000
Self efficacy - performance apparatus	0.401	2003	0.008

Table 2 shows that all values of t are greater than t tables and all p values smaller than 0.05. This means H0 is rejected and H1, H2, and H3 are accepted. Means, to the discipline of work and significant positive effect on the performance of the apparatus, the higher discipline kin apparatus then sema higher the performance of the apparatus on the performance of aparat. Job satisfaction has a positive and significant effect on the performance of the apparatus, the higher the job satisfaction the higher the performance shown by the employee. Self efficacy has a positive and significant effect on employee performance, hence the higher Self efficacy then, the higher the employee performance.

V. Conclusion

Based on the results of research analysis and discussion of work discipline, job satisfaction, self efficacy on the performance of police officers resort muna district then obtained conclusion, work discipline have positive and significant impact on performance of police officers resort Muna Regency. This can be interpreted that if the work discipline is improved it will improve the performance of police officers resort Muna Regency. Job satisfaction has a positive and significant impact on the performance of Muna Regency police officer. This can be interpreted that if the satisfaction of work semakin good then will improve the performance of police officer resort of Regency of Muna. Self efficacy has a positive and significant effect on the performance of Muna Regency police officer. This can be interpreted that if the self efficacy semakin well it will improve the performance of police officers resort Muna Regency.

VI. Suggestion

From a variety of problems, obstacles, constraints, and weaknesses in an effort to improve performance. Then put forward some suggestions b leadership policewoman resort muna se continuous way to pay attention and support the improvement of discipline one of them is by giving motivation in work so that saturation at work overcome and make the employees more discipline to work which because of duty of duty or responsibility. Also to note is the job satisfaction that strongly supports the performance of employees. Where the need for evaluation of cooperation among employees in team work. Mutual support and appreciation in the implementation of work in accordance with the burden tu gas and employee responsibilities, which later can feel the satisfaction of work and kebahagiaan in work karna support colleagues colleagues. The existence of feedback from the discipline is applied in order to know how much the results of the implementation of the workplace and how long the time to be maintained.

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