

## THE INFLUENCE OF ORGANIZATIONAL CULTURE ON POLICE PERFORMANCE OF NIAS POLICE RESCRIMING UNIT

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### ABSTRACT

This study aims to analyze the influence of organizational culture on police performance. Qualified police personnel is certainly related to the performance of police personnel or members. One factor that influences the performance of members in the police institution is organizational culture. The research method used is quantitative, with a survey to determine the influence between organizational culture variables and police performance variables. The population in this study is the Police Personnel of the Nias Police Criminal Investigation Unit. A regression test using SPSS 22 is used for hypothesis testing. The results showed a significant influence between organizational culture and police performance, evidenced by the positive organizational culture regression coefficient of 5.450. In the t-test, the value of t-count > t-table (5,450 > 0.681) means that there is partially a significant influence between organizational culture on police performance in the Nias Police Criminal Investigation Unit. Correlation analysis results obtained R of 0.662, which indicates that there is a strong relationship between organizational culture and police performance, namely rcount = 0.662 and rtable = 0.312, where obtained 0.662 > 0.312.

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### 1. INTRODUCTION

Human Resources (HR) is an asset and one of the capital in development, including the police institution. Several stages of coaching include recruiting personnel to determine the work carried out. So that in the end, there are available human resources who are educated, skilled, disciplined, diligent, and willing to work hard and have qualified for changes in performance and contribute to the institution's performance.

Mahyudin's research [1] states that tough and reliable personnel are needed in the Indonesian National Police (POLRI). Considering there are still negative views on Polri personnel, both in their behavior, way, or approach to protecting the community according to their motto that the Police must be protectors, protectors, and public servants. The form of protection is applied by guiding the community. At the same time, the form of service can be felt by the Police's Police's rapid response to public reports.

Qualified police personnel is related to the performance of the personnel themselves. One factor that influences the performance of members in the police institution is organizational culture. The right organizational culture will encourage better performance and ultimately greatly affect performance. The factors influencing organizational culture are doing important things, full appreciation, feeling of belonging, job security, decent wages, promotions and careers, good working conditions, and loyalty [2]. Organizational Culture is the shared beliefs and values that underlie the identity of an organization or company. The organizational culture

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attached and felt directly by human resources when they behave, behave, or actions will affect the resulting performance.

Organizational culture is a pattern of organizational beliefs and values that are understood, inspired, and practiced by the organization so that the pattern gives its meaning and becomes the basis for the rules of behavior in the organization. Organizational culture is a set of assumptions or belief systems, values, and norms developed in an organization that is used as a behavioral guide for its members to overcome external and internal adaptation problems. Organizational culture is a social glue that binds members of the organization together through values, norms, and standards that are clear about what can and cannot be done and said by its members.

Organizational culture has a major role in shaping the behavior of personnel. As a value system, organizational culture is the values and attitudes that have been believed by personnel so that they become the basis for personnel behavior and attitudes when working. Attitudes and values that have crystallized in the organization will serve as guidelines for employees to think, behave, and behave following the attitudes and values they believe. Culture will affect the extent to which organizational members achieve organizational goals [3].

Evidenced in Meutia's research [4], which states that organizational culture and commitment are important factors that explain variations in personnel performance. Cultural values are believed to bind the organization with personnel. It is in line with Ramadhani's research [5] which states that organizational culture affects the performance of employees in the Planning and Administration Section of the Operations Staff of the Police Headquarters. In general, members must help each other and respect each other to make individuals with other individuals feel comfortable and increase a sense of responsibility in work.

Study Hariyono [6] stated that organizational culture had a significant effect on the job satisfaction of Polri personnel. Several other studies have proven that culture positively impacts personnel performance in a company or organization [7][8],[9]. Study [10] explains that performance results from work in quality and quantity achieved by an employee in carrying out his duties following the responsibilities given.

Performance results from a complex process, both from personal (internal factors) and strategic efforts from the organization. Performance is the value of employee behaviors that contribute positively and negatively to achieving organizational goals. Another view regarding the notion of performance, according to [11], is the result or output of a job assigned in an organization. Organizational culture influences police performance. It is shown in Adhar's research [12] shows that organizational culture, commitment, and work attitudes have a positive and significant effect on employee performance at the Tanjung Balai Police.

Pertiwi's research [13] states that there is a positive and significant influence between Organizational Culture on Organizational Performance. It means that the stronger the organizational culture that is formed, it will impact the performance of Densus 88 AT Polri. In line with Putra's research [14] states that leadership style and organizational culture have a significant effect on work motivation. On the other hand, Indah's research [15] states that organizational culture is considered not to fully determine the success of a person's performance because everyone has a different perception of accepting a culture that is around them.

## 2. METHOD

This study uses a quantitative research model with the method used is the survey method. The survey method is used to obtain information on the condition of a respondent. The system discussed in this study is the influence of organizational culture on the performance of the Nias Police Criminal Investigation Unit. The population in this study is the Police Personnel of the Nias Police Criminal Investigation Unit. A regression test using SPSS 22 is used for

hypothesis testing. This study uses a questionnaire as a tool for data collection. In this study, there are the following hypotheses:

Ho=There is no influence of organizational culture on the performance of the police in the Criminal Investigation Unit of the Nias Police.

Ha=There is an influence of organizational culture on the performance of the police in the Criminal Investigation Unit of the Nias Police.

### 3. RESULT AND DISCUSSION

#### 3.1 Data Description

Based on the survey results obtained, the following data

Table 1. Data obtained from questionnaires on organizational culture variables

Question	Score	Average
1	157	3,9
2	154	3,9
3	154	3,9
4	151	3,8
5	157	3,9
6	154	3,9
7	154	3,9
8	151	3,8

The data above was obtained on the average organizational culture in the Criminal Investigation Unit of the Nias Police Station in the range of 3.8-3.9 in the category of Strongly Agree and Agree.

Table 2. Data obtained from questionnaires on Police Performance Variables

Question	Score	Average
1	151	3,8
2	155	3,9
3	151	3,8
4	150	3,8
5	156	3,9
6	153	3,8
7	150	3,8
8	152	3,8
9	156	3,9
10	152	3,8
11	153	3,8
12	154	3,9
13	154	3,9
14	154	3,9
15	151	3,8
16	154	3,9

From the above data, it is obtained that the average police performance in the Criminal Investigation Unit of the Nias Police is in the range of 3.8 – 3.9 in the Strongly Agree and Agree to categories.

#### 3.2 Data Analysis

##### Simple Linear Regression Analysis

Simple linear regression analysis is one of the analytical tools used to determine the direction of the relationship between the independent variable (X), namely organizational

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culture, and the dependent variable (Y), namely police performance, whether positive or negative and to predict the value of the dependent variable if the value of the independent variable experience an increase or decrease. Based on the data processing results with the help of SPSS 22 Software, the results are shown in Table 3.

Table 3. Results of Linear Regression Analysis

		Coefficients <sup>a</sup>			t	Sig.
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	21.428	4.552		4.707	.000
	Budaya_ Organisasi	.539	.099	.662	5.450	.000

a. Dependent Variable: Kinerja\_Anggota

Based on the results of the simple regression analysis that has been carried out in this study, the regression function model is obtained as follows:

$$Y = a + bx$$

$$= 21.428 + 0.539x$$

Information:

Y = Police performance

X = Organizational culture

In the regression equation, it can be seen that the regression coefficient has a positive sign, which means the better the organizational culture, the better the police performance, and vice versa; if the organizational culture is not good, the police performance will decrease.

From the table above, information is obtained: 1) constant (a) is 21.428, meaning that if the organizational culture is 0, then the police performance is 21.428; and 2) the regression coefficient of organizational culture intensification (b) is positive, namely 0.539, meaning that every implementation of organizational culture is worth 1, the police performance will increase by 0.539.

### Partial Regression Coefficient Test

A partial test, commonly referred to as a t-test, is conducted to determine whether organizational culture significantly affects the level of police performance. This test uses a significance level of 0.05 and 2 sides. The following are the results of processing the t-test using the SPSS 22 program. In table 4.

Table 4. t-test results

		Coefficients <sup>a</sup>			t	Sig.
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	21.428	4.552		4.707	.000
	Budaya_ Organisasi	.539	.099	.662	5.450	.000

a. Dependent Variable: Kinerja\_Anggota

Based on the results of calculations using the SPSS 22 program above, it can be seen that the t-count value is 5.450, and the significance value is 0.000. Furthermore, it can be seen that the statistical t table at 5% significance at N = 40, then obtained t table for t table of 0.681. Because the value of tcount > ttable (5.450 > 0.681), Ho is rejected. It can be concluded that,

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partially, there is a significant influence between organizational culture on police performance in the Nias Police Criminal Investigation Unit.

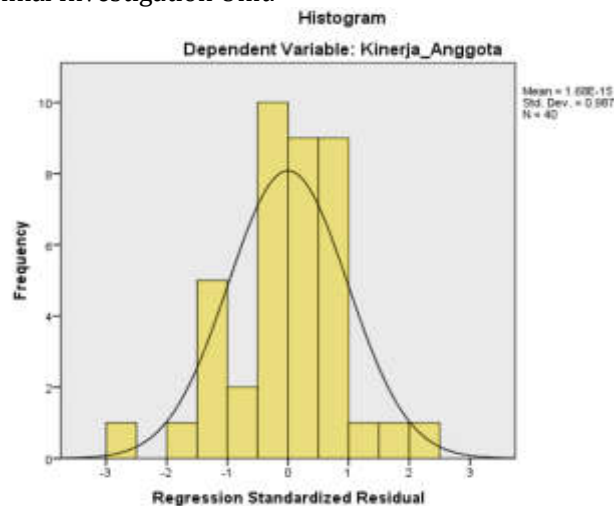


Figure 1. Histogram of Police Performance Bound Variables

### Correlation Analysis

Correlation analysis is used to determine the relationship between two or more variables. The independent variable in this study is organizational culture, while the dependent variable is police performance. Based on the data processing results using Pearson Product Moment correlation with the help of SPSS 22.0 software for Windows, the results are shown in Table 5 below.

Table 5. correlation coefficient

<b>Correlations</b>			
		Budaya_ Organisasi	Kinerja_ Anggota
Budaya_ Organisasi	Pearson ZZCorrelation	1	.662**
	Sig. (2-tailed)		.000
	N	40	40
Kinerja_ Anggota	Pearson Correlation	.662**	1
	Sig. (2-tailed)	.000	
	N	40	40
**. Correlation is significant at the 0.01 level (2-tailed).			

Based on Table 5 above, it can be seen that the correlation coefficient value of organizational culture with police performance is 0.662. It shows a strong relationship between organizational culture and police performance in the Nias Police Criminal Investigation Unit. Organization culture on police performance in the Nias Police Criminal Investigation Unit. Based on the results of the correlation analysis obtained an R of 0.662, which indicates that there is a strong relationship between organizational culture and police performance. It is known that  $r_{count} = 0.662$  and  $r_{table} = 0.312$ . Obtained  $0.662 > 0.312$ , then  $H_0$  is rejected, meaning that there is a significant positive relationship between organizational culture variables and police performance.

#### 4. CONCLUSION

The results of the study prove that there is a strong relationship of influence on police performance in the Nias Police Criminal Investigation Unit, and partially there is a significant influence between organizational culture on police performance in the Nias Police Criminal Investigation Unit. Based on the results of the correlation analysis obtained an R of 0.662, which indicates that there is a strong relationship between organizational culture and police performance.

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