The Influence Of Work Culture, Leadership Patterns And Work Discipline On The Performance Of Police Members At The Intelligence And Security Unit Of The Tanah Laut Police, South Kalimantan Regional Police

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ARTICLE INFO	ABSTRACT
Keywords: Work Culture, Leadership Patterns, Work Discipline and Performance	Objective This study is to determine and analyze the significant influence of work culture, leadership patterns and work discipline simultaneously and partially on the performance of police members and to determine and analyze the dominant variables on the performance of police members at the Polres Tanah Laut Polda South Kalimantan Satintelkam. Population and samples 50 respondents were members of the Tanah Laut Police Intelligence Unit South Kalimantan Police. Data type quantitative with multiple regression analysis. The results of the study show that work culture, leadership patterns and work discipline have a significant simultaneous effect on the performance of police members, work culture, leadership patterns and work discipline have a significant partial effect on the performance of police members at the Tanah Laut Police Resort Police, South Kalimantan and leadership patterns have a dominant effect on the performance of police members at the Tanah Laut Police Resort Police, South Kalimantan.
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INTRODUCTION

The implementation of state apparatus reform, begins and is improved with the improvement of work culture. The scope of work culture is an attitude of life based on a view of life as a value that becomes a characteristic, habit and driving force that is cultured in the life of a group which is then reflected in behavior, beliefs, ideals, opinions and actions that are manifested as work or work. The state apparatus so far there are still unprofessional apparatus in working, another thing that also often becomes public opinion. The behavior of state apparatus is still seen to be less than optimal in working because it is not in accordance with the duties and functions, besides that often the behavior that exists within the state apparatus creates a character that is less responsible and less according to expectations in working, the beginning of the emergence of these habits then become part of the culture in the work environment which has an impact on performance. Furthermore, this culture is greatly influenced by the criteria used in hiring employees. The actions of the leadership will greatly influence acceptable behavior, good and bad. How the form of socialization will depend on the success achieved in implementing values in the selection process. However, slowly these values will be selected by themselves to make adjustments to changes which will ultimately create the desired work culture, even though changing work culture takes a long time and is expensive. An organization cannot be separated from the role of leaders in efforts to achieve goals in an organization, so it can be said that the success or failure of an

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organization is influenced by a leader. Leaders have a function as guidance and motivating people or groups of people, in achieving the goals and expectations of the organization.

Elements of organizational success must be supported by the formation of a positive work culture by implementing the best work discipline and this has an important role in achieving organizational goals. The better the work discipline in an organization, the better the work performance. d a can be achieved. On the other hand, without good work discipline, it is difficult for an organization to achieve optimal results. Discipline is a problem that is closely related to the organization, without discipline it is difficult for the organization to achieve its goals, In other words, discipline is an attitude, action and behavior that is very dominant in efforts to create a foundation and harmonious relationships, especially with fellow employees, between leaders and subordinates in an organization. Awareness here is an attitude that voluntarily obeys all regulations and is aware of his duties and responsibilities. So he will fulfill and do all his duties well not by coercion, while willingness is an attitude, behavior and actions of a person in accordance with company regulations, both written and unwritten. In line with this, the Tanah Laut Police Intelligence Unit is a field of duty in the Tanah Laut Regency Police, South Kalimantan Regional Police, which has the task of organizing, fostering intelligence functions in the security sector including coding and providing services in the form of permits or statements concerning foreigners, firearms and explosives, social activities, community politics and police record statements to the community. The phenomenon at the Tanah Laut Police Intelligence Unit, South Kalimantan Regional Police has so far been hampered by the existence of police members who have not been optimal in working due to the work culture in the organization, problems related to the culture of cooperation so far there is still a culture of police members who are less disciplined in working and a culture of not being firm if there are members who violate the rules. Apart from that, there is a related phenomenon in terms of the leadership patterns or styles of the Tanah Laut Police Intelligence Unit The South Kalimantan Regional Police have so far been considered by members to have not given positive values to police members in their work, it seems that the leadership pattern seems authoritarian, so that some police members are uncomfortable with the leadership pattern applied by the leaders so far. In addition, so far there have been several individuals who have carried out unhealthy practices, so that this often interferes with the performance of police members to be less than optimal. In connection with the description and problems, the researcher is interested in developing the problem into a study with the title of the study The Influence of Work Culture, Leadership Patterns and Work Discipline on the Performance of Police Members at the Tanah Laut Police Resort Satintelkam, South Kalimantan Regional Police.

Literatur Review

Human Resource Management

Nawawi, (2011 :6) explains the definition of management source Power man namely management source Power man or employees in the company. According to Siagian (2013:6) defines management source Power man that is a procedure sustainable which aims For supply a organization with the right person For placed in the right position and position at the right time organization need it. Then according to Nasution (20 1 0:5) define management source Power man is planning, organizing, directing and controlling human resources work,

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development, integration and maintenance and termination connection Work with source Power man For reach target individuals, organizations and communities. Furthermore, according to Ruky (2011:7), human resource management is the proper and effective application in the process of acquisition, utilization, development and maintenance of personnel who have an organization effectively to achieve the level of optimal human resource utilization by the organization in achieving its goals. According to Panggabean (2012:6), HR management is a process consisting of planning, organizing, leading and controlling activities related to job analysis, job evaluation, procurement, development, compensation, promotion and termination of employment in order to achieve the goals that have been set.

Work Culture

Koentjaraningrat (2012:123) explains culture is overall behavior from humans and the results obtained through the learning process and everything arranged in life society.Dwiyanto (2011:81) culture is a device assumption base where the members are a group find a way to solve problem the main thing in dealing with continuity life physical in the environment external and continuity life social in the internal environment According to Supriyadi and Troguno (2006:15) work culture is a philosophy based on a view of life as a value that becomes a characteristic, habit which is also a driving force that is cultivated in a group and is reflected in attitudes and behavior as well as views. Meanwhile, according to Eko (2013 :128) work culture is defined as: culture as assumptions and patterns basic meaning, which is considered Already as it should be embraced and manifested by all the parties participating in the organization. Culture also interpreted as a set behavior, feelings and framework internalized psychology very deep and owned together by member organization. So that For change A culture must also change paradigm of people who have attached. Testiana (20 12 : 11 4) explains culture as something that refers to values, beliefs, practices, rituals and customs from A organization. And help to form behavior and adapt perception. The importance of culture in support success unit Work, culture give identity employees, culture as well source stability as well as continuity organization that provides a sense of security for his staff, and more important is culture help stimulate employee For enthusiastic about his duties. While fundamental goals of culture is For build source Power man in its entirety so that everyone is aware that they be in a connection characteristic role as a supplier customer in communication with other people in a effective and efficient as well as encouraging. Furthermore, according to Sulaksono, (20 1 2 :67) culture Work is attitudes and behavior employees in carrying out ongoing task continuously perfected in accordance with the demands and capabilities of human resources Alone in accordance with principle recognized guidelines. Ndraha, (20 1 3:76) explains the culture Work formed so unit Work or organization That standing. Formation culture Work happen when environment Work or organization Study face problems, both concerning change external or internal matters concerning unity and integrity organization.

Leadership Patterns

Every organization must have a leader who leads the organization. The leader of the organization has an important role in creating an organization so that it can run according to the planning and vision and mission of the organization, because of its importance, a leader

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must always be competent in managing the organization. Expert opinions such as Simamora, (2012: 24) explain   leadership a activity For influence people's behavior to work together going to to a objective certain that they want in order reach the goals set organization. Then Pamudji, (2014: 132) defines it as leadership comes from the word lead It means guide or guide and lead the verb was born lead, namely functioning lead or guide or demanding. Furthermore, Mulyanto, (2013 : 341) defines the related definition leadership is activity For influence people both inside and outside the organization to work together to achieve the organization's expectations. Then according to Sopiah (2008:90) to achieve a leadership pattern is the behavior/attitude or style of a leader in running an organization and guiding, empowering and supporting consistently in achieving excellence by employees in all elements of the organization. Firmansyah (2009:120) leadership pattern or style is the behavior of a leader in managing his subordinates and his organization, both capable anticipate sudden changes in organizational processes, successful correcting weaknesses that arise, s capable bring organization to goals and time set and leadership in relation with management. According to Winardi (2010 :278), behavior /patterns leader is something that can be learned, so someone who is trained with the right leadership will be able to be effective leader. Behavior leader called leadership style.

Work Discipline

According to Nitisemito (2011 :199), defining discipline is as a attitude, behavior appropriate behavior and actions with regulation from company both written and also no. Then according to the opinion of Melayu, (20 1 0:212) with the definition of discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. Awareness here is an attitude that voluntarily obeys all regulations and is aware of his duties and responsibilities. Furthermore, according to the opinion of Husnan and Pandjoro, (2009 :210) related to discipline is an action carried out personally which is constructive which is carried out directly by superiors and carried out fairly to their subordinates in the company's daily activities, so that what is enforced as a rule or regulation that can be obeyed by all parties. According to Moekijat, (2011 :139) the definition of discipline is training or education in politeness and spirituality and the development of character. Enforcing work discipline is very necessary to provide guidance and counseling for employees in creating good order in the company, because with good employee order, work enthusiasm, work morale, efficiency and work effectiveness will increase. This will support creation objective companies, employees, and society. In addition apply regulation that punishment Also need applied in the increase discipline Because punishment is the goal is For educate employees so that behave obey a regulation organization.

Performance

According to Bernardin and Joyce (1993 : 379) in Manullang, (2012 :112) state performance employee as performance employee is a output produced by employees who are the result of work assigned in a time or period certain. The emphasis is on the results that have been completed employees who are the result of work assigned in a time or period certain. Then according to Mangkunegara (20 12 :67) performance is the result of work in a way quality and quantity achieved by a employees in carrying out his job in accordance with not quite enough the answer given to him. Furthermore, according to Duardani, (20 1 3:99) k

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performance is A evaluation from contribution employee to achievement objective organization in,. In conceptual useful For test performance employees in terms of behavior or activities carried out by employees and attributable *outcomes* for efforts. According to Efendi (20 1 2 :13) performance is the result of work produced by employee or behavior real shown in accordance its role in the organization and performance Also means the results achieved somebody Good quality and also quantity in accordance with responsibility given to him.

METHOD

Type research that includes category survey research, namely research that takes samples from population and use questionnaire as tool main data collector. Primary information regarding with variable This research was collected with technique questionnaire. Approach research used in This research is quantitative based on paradigm positivism which is *logic-hypotheco - verification* with based on assumption about object empirical (Juju Suriasumantri 1978 :90) in Sugiono (20 14:16).

Types and Sources of Research Data

The types of data used in this study are : as following :
1. Qualitative data, in the form of data that is not shaped numbers, namely data about history agency, structure organization, field operations carried out or process Work.
2. Quantitative data is data in the form of numbers, namely quantity data employees, tabulation data and other related data with study.
   The data sources used in the research are as follows:
1. Primary Data, data obtained directly from original sources by answering questions asked through a questionnaire.
2. Secondary Data, research data obtained indirectly, such as published manuscripts that have been compiled in documents/archives either through literature or the internet.

Population and Sample

Population is region generalization consisting of objects / subjects that have quality and characteristics certain specified by researcher For studied later withdrawn conclusion. Sugiono (20 14 :25). While the number of population from This research is police members at the Tanah Laut Police Intelligence Unit South Kalimantan Regional Police consisting of 50 people. Sample is part from the amount and characteristics possessed by a population, Sugiono, (2014 : 56). Technique sampling with use technique sampling probability is technique determination sample in a way random, namely every element population have equal probability for selected as sample. While For election sample using simple random sampling, namely election sample random simple that is give equal opportunity in nature No limited to each element population For chosen become sample. Then according to Sekaran (20 1 3; 102) states amount more samples from 30 and under from 100 already adequate For most research. Based on matter mentioned, then in this research what is used as sample is as much as 50 respondents were members of the Tanah Laut Police Intelligence Unit South Kalimantan Regional Police.

Technique Data collection

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1. Observation, that is data collection through observation in a way general at the Tanah Laut Police Intelligence Unit South Kalimantan Regional Police as base For identify the issues to be discussed.

2. Interview, namely collect data with hold a Q &A in a way oral with party police officers at the Tanah Laut Police Intelligence Unit South Kalimantan Regional Police at the time that has been determined.

3. Documentation, namely technique data collection through recording and collecting data from related agencies with the issues to be discussed.

4. Questionnaire, namely data collection by sharing list question in a way written to police officer For obtain primary data needed in preparation this thesis.

5. Studies bibliography, namely data collection through or learn various l iterature and materials reading other related with issues to be discussed

Technique Data analysis

Instrument Test

1. Validity Test

   Validity testing is used to show the extent to which the measuring instrument used to measure the validity or otherwise of the questionnaire test. decision for valid instrument to question is with the condition that the validity index value is ≥ 0.3 (Sugiono, 2014:179) all statements that have a correlation level below 0.3 must be corrected because they are considered invalid.

2. Reliability Test

   Reliability testing is a tool used to measure the consistency of a questionnaire which is an indicator of the variable being tested. Reliability testing is a tool used to measure the consistency of a questionnaire which is an indicator of the variable being tested. decision for valid instrument question according to Ghazali, (20 1 5 :90) A construct or variable it is said reliable If give mark *Cronbach Alpha* > 0.60.

Assumption Test Classic

1. Multicollinearity Test

   Whether or not there is *a multicollinearity problem,* the parameters are easy suspected from existence *multicollinearity,* is to detect to disturbance *multicollinearity* can seen from VIF (*variance inflation factor*) value and value *tolerance. Tolerance* measuring variability the selected independent variable that is not can explained by free variable e l others. So n value *tolerance* that low equals high VIF value (because VIF = 1/t *tolerance*) and indicates existence high coloniality and can known with inspect VIF (*variance inflation factor*) value which is element *inverse diagonal matrix* correlation simple between changer free. If a number of VIF value is higher from 10 then *multicollinearity* is A problem.

2. *Heteroscedasticity* Test

   Examination towards symptom *heteroscedasticity* is with see scatter diagram pattern. Value from diagram search yes n g residue can seen from difference between predicted Y value with Y observation. The assessment is if the diagram scatter that forms patterns

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certain that are listed so regression experience disturbance *heteroscedasticity* and if the diagram scatter not forming pattern or random so regression No experience disturbance *heteroscedasticity.*

3. Normality test (normality)

   Normality test done For know what are the dependent variables and dependent variables free in a regression model have normal distribution or no. Inspection assumption normality can done by making a plot between normal score with observation data and see data distribution (points) on the diagonal axis of graph. If the plot results show pattern line straight approaching 45° means assumption normality fulfilled.

Analysis Regression Linear Multiple

Data analysis was performed based on primary data obtained direct from distribution questionnaire to Police members of the Tanah Laut Police Intelligence Unit South Kalimantan Regional Police will be analyzed further with SPSS for Windows program package via computer program assistance. For test hypothesis in research This use analysis multiple linear regression. As for formula from multiple linear regression is :

$$Y = a + \beta 1.X1 + \beta 2.X2 + \beta 3.X3$$

Hypothesis Testing

1. F test (simultaneous)
   F test is used For know significant or whether or not influence variable free (X) together to variable bound (Y). As for step the test as following and if F-count > F-table, then H 0 is rejected or H 1 accepted and if F-count < F-table, then H 0 accepted or H 1 rejected.
2. t-test (partial)
   The t-test was performed For test level significant variable free (X) individual / partial to variable bound (Y). As for steps testing as following a if t-count > t-table, then H 0 rejected or H 1 accepted and if t-count < t-table, then H 0 accepted or H 1 rejected.
3. Dominance Test
   For examine the dominant variables used as standardized beta coefficient indicators of the variables of the regression model. The standardized beta coefficient obtained from the results of multiplication between coefficient partial correlation (SDx 1 / Sdy) and the coefficient the variable (bi).

RESULTS AND DISCUSSION

Results
Testing Research Instruments

1. Validity Test

   The results of the validity test in this study are as follows:

   Table 5.9 Validity Test Work Culture Variable (X1)

Variable	Rhitung *(see attachment 3)*	Standard index
X1.1	0.660(**)	0.3
X1.2	0.646(**)	0.3
X1.3	0.797(**)	0.3
X1.4	0.811(**)	0.3

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Source : Processed spss data, 2022

The results of the validity test for the work culture variable are seen in the value rhitung positive and r count > 0.3, then all instruments from the question the work culture variable (X1) is valid.

Table 5.10 Validity Test Variables Leadership Pattern (X2)

Variable	Rhitung *(see attachment 3)*	Standard Index
X2.1	,730(**)	0.3
X2.2	,840(**)	0.3
X2.3	,730(**)	0.3
X2.4	,710(**)	0.3
X2.5	,710(**)	0.3
X2.6	,545(**)	0.3
X2.7	,676(**)	0.3

Source: Spss data processed, 2022

The results of the validity test for the leadership pattern variable are seen in the value rhitung positive and r count > 0.3, then all instruments from the question the leadership pattern variable (X2) is valid.

Table 5.11 Validity Test Work Discipline Variable (X3)

Variable	Rhitung *(see attachment 3)*	Standard Index
X3.1	0.691(**)	0.3
X3.2	0.847(**)	0.3
X3.3	0.813(**)	0.3
X3.4	0.785(**)	0.3
X3.5	0.564(**)	0.3
X3.6	0.591(**)	0.3

Source : Processed spss data, 2022

The results of the validity test for the work discipline variable are seen in the value rhitung positive and r count > 0.3, then all instruments from the question the work discipline variable (X3) is valid.

Table 5.12 Validity Test Employee Performance Variable (Y)

Variable	Rhitung *(see attachment 3)*	Standard Index
Y1.1	0.720(**)	0.3
Y1.2	0.756(**)	0.3
Y1.3	0.719(**)	0.3
Y1.4	0.497(**)	0.3
Y1.5	0.553(**)	0.3

Source : Processed spss data, 2022

The results of the validity test for employee performance variables are seen in the value rhitung positive and r count > 0.3, then all instruments from the question The employee performance variable (Y) is valid.

2. Reliability Test

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The second instrument test is a reliability test. To test reliability by comparing mark Cronbach Alpha > $_{0.60.}$ The following are the results of the instrument reliability test, namely;

Table 5.13 Reliability Test Results

Variable	Cronbach Alpha	Mark Baku
Work culture (X1)	0.792	0.60
Leadership patterns (X2)	0.756	0.60
Work discipline(X3)	0.760	0.60
Performance (Y)	0.732	0.60

Source : Processed spss data, 2022

Looking at the test results, $_{the}$ Cronbach Alpha value greater than the standard value, so it can be said that the data from the reliability test results for each data variable is reliable.

Assumption Test Classic

1. Multicollinearity Test

Table 5.14 Multicollinearity Test Results

Research Variables	Collinearity Statistics	
	Tolerance	VIF
Work culture	0.907	1,103
Leadership patterns	0.990	1,389
Work discipline	0.985	1,274

Source : Appendix 5

Looking at the data, it can be concluded that the results of the multicollinearity test show no symptoms. multicollinearity between variable free in the regression model because the value *tolerance* approaching 1 and the value *variance inflation factor* (VIF) shows there is not a single variable free to have VIF value is higher of 10.

2. Heteroscedasticity Test

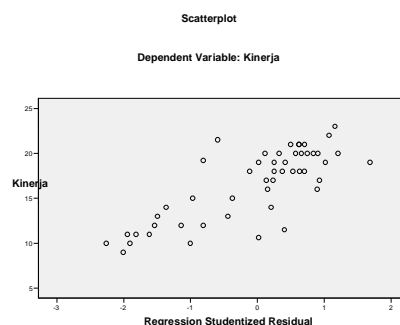The following results of the heteroscedasticity test can be described as follows:

Figure 5.2 : *Scatterplot*
Source: attachment 5

Graphic *scatterplots* above this seen dot, dot, dot spread in a way random as well as spread both above and below the number 0 on the Y axis. This is can concluded that

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No happen heteroscedasticity in the model regression, so that model regression worthy used For predict dependent variable based on influence variable free.

3. Normality Test
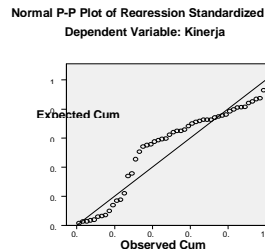
Picture 5. 3 *Normal PP* Plot Diagram
Source : attachment 5

Normality test results show that chart seen dot, dot, dot spread around diagonal lines, and its spread following the direction of the diagonal line, this indicates that the regression model worthy used For predict dependent variable based on input from variable independent, because meet the assumption test normality.

Multiple Regression Analysis

For test matter mentioned, it is necessary hypothesis testing is carried out with using regression test multiple through the SPSS program, the following is a summary of the results regression multiple mentioned, are :

Table 5. 15 Analysis Regression Multiple Coefficients(a)

	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
(Constant)	17,476	2,965		5,894	,000
Work Culture	,617	,154	,615	4,006	,001
Leadership Patterns	,760	,128	,762	5,937	,000
Work Discipline	,663	,143	,660	4,636	,000

a Dependent Variable: Performance
Source : attachment 5

Results calculation from influence between variable independent with dependent variables, then can arranged equality structural for regression models as following :

$$Y = 17.476 + 0.617X1 + 0.760X2 + 0.663X3 + e$$

Based on the data, then the research structural equation can be compiled, namely :

a = constant value of 17.476, meaning that if the independent variable value is zero (0), then the dependent variable (Y) will increase.

b_1 = has value 0.617 means that if the work culture variable (X1) is increased by one unit, then performance (Y) will increase assuming other variables are constant.

b_2 = has The value of 0.760 means that if the leadership pattern variable (X2) is increased by one unit so performance (Y) increased assuming other variables are constant.

b_3 = has value 0.663 means that if the variable work discipline (X3) is increased by one unit, so performance (Y) will increase assuming other variables are constant.

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Hypothesis Testing

1. Simultaneous Hypothesis Testing

   Work culture, leadership patterns and work discipline have a significant simultaneous influence on the performance of police members at the Polres Tanah Laut Polda South Kalimantan Intelligence Unit Testing hypothesis in The simultaneous data used is to compare the f count with the f table, for the count it can be seen from the Anova table as follows:

   Table 5.16 ANOVA(b)

Model		df	F	Sig.
1	Regression	3	16,447	,000(a)
	Residual	47		
	Total	50		

   a Predictors: (Constant), Work Discipline, Work Culture, Leadership Patterns
   b Dependent Variable: Performance
   Source : attachment 5

   Regression results show that F_{count} is 16,447 whereas For to know the value F_{table} by looking at the F distribution table with level significant 5% later determine degrees free for numerator with base (k-1) so that obtained (4 -1) = 3, while degrees freedom for the divisor (denumerator) is (nk) so that obtained (50 - 4) = 46. With thus got F_{table} with numerator = 3 and denumerator 58 of 2,807. Based on these data, the value is known F_{count} more big from F_{table} is (F_{count} = 16.447) > F_{table} = 2.807) or significance p < 0.05 is 0.000 < 0.05. Level The confidence level taken in this study was 95 % with level error (α) of 5%. With thus the first hypothesis (H1) which states that variable work culture, leadership patterns and work discipline in a way simultaneous influential significant to performance Police at the Tanah Laut Police Intelligence Unit, South Kalimantan Regional Police, have proven it. Then For see how much big influence from variable work culture, leadership patterns and work discipline to performance can seen with the determinant test, to that's the required data :

   Table 5.1 7 Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	,761(a)	,512	,461	13,462

   a Predictors: (Constant), Work Discipline, Work Culture, Leadership Patterns
   b Dependent Variable: Performance
   Source : attachment 5

   Determinant test is For regression with more from two variable free used *R Square* as efficiency determined from the data seen *R Square* is 0, 512 here means 51.2 % variation performance can be explained by variable like work culture, leadership patterns and work discipline, while the rest from (100%- 51.2 %) = 48.8 % explained other variables that are not analyzed in this study such as factor loyalty, work commitment and others.

2. Partial Hypothesis Test

   Work culture, leadership patterns and work discipline have a significant partial influence on the performance of police members at the Polres Tanah Laut Polda South Kalimantan

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Intelligence Unit For know about testing hypothesis in a way partial moreover formerly must known to be ttable by way of getting table used table t distribution for level significance 0.025 with *Degrees of Freedom* (df) = nk then df is (50 - 4) = 46 with thus table is as big as 2,013. Then to see the calculated data, you can see it through the following table:

Table 5. 18 Thitung Data and Standardized Coefficients

Variables	Standardized Coefficients Beta	t	Sig.
Work Culture	0.615	4,006	,001
Leadership Patterns	0.762	5,937	,000
Work Discipline	0.660	4,636	,000

Source : attachment 5

Based on the data above, the data can be analyzed as follows:

a. Work culture has a significant partial influence on the performance of police members at the Satintelkam Polres Tanah Laut Polda South Kalimantan

The results of the regression test and data determination in the table standard ttable, then can seen from comparison mark t_{count} more big from t_{table} namely : (t_{count} = 4.006 > t_{table} = 2.013) or significance p < 0.0 2 5, namely 0.00 1 < 0.0 2 5, based on these results so hypothesis both of which mention Work culture has a significant partial influence on the performance of police members at the Polres Tanah Laut Polda South Kalimantan Intelligence Unit, as proven. The size variable influence work culture (X 1) towards performance can known from *Standardized Coefficients Beta* 0.615 which means work culture influence performance as big as 61.5 %.

b. Leadership patterns have a significant partial influence on the performance of police members at the Satintelkam Polres Tanah Laut Polda South Kalimantan

The results of the regression test and data determination in the table standard ttable, then can seen from comparison mark t_{count} more big from t_{table} namely : (t_{count} = 5.937 > t_{table} = 2.013) or significance p < 0.0 2 5, namely 0.00 1 < 0.0 2 5, based on these results so hypothesis both of which mention Leadership patterns have a significant partial influence on the performance of police members at the Polres Tanah Laut Polda South Kalimantan Intelligence Unit, as proven. The size the influence of leadership pattern variables to performance can known from *Standardized Coefficients Beta* 0.762 which means leadership patterns can influence performance as big as 76.2 %.

c. Work discipline has a significant partial influence on the performance of police members at the Tanah Laut Police Intelligence Unit, South Kalimantan Regional Police.

The results of the regression test and data determination in the table standard ttable, then can seen from comparison mark t_{count} more big from t_{table} namely : (t_{count} = 4.636 > t_{table} = 2.013) or significance p < 0.0 2 5, namely 0.00 0 < 0.0 2 5, based on these results so hypothesis secondly, it is proven that work discipline has a significant partial influence on the performance of police officers at the Tanah Laut Police Intelligence Unit, South Kalimantan Regional Police. The size influence of variables work discipline to performance can known from *Beta* 0.660 which means work discipline give influence on performance as big as 66 %

3. Dominant Hypothesis Test

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Leadership patterns have a dominant influence on the performance of police members at the Tanah Laut Police Intelligence Unit, South Kalimantan Regional Police. Testing hypothesis to three show independent variables that influence performance is leadership pattern Because have mark *Beta* more big from another variable is 0.762 or 76.2 % as well as variable also mentioned own mark the smallest significance is 0.00 0. With Thus, the hypothesis to three that stated that variable leadership pattern a is dominant variables influencing performance, proven.

Discussion

Work culture, leadership patterns and work discipline have a significant simultaneous influence on the performance of police members at the Polres Tanah Laut Polda South Kalimantan Intelligence Unit.

The results of simultaneous hypothesis testing in this study show that the variables of work culture, leadership patterns and work discipline have a significant simultaneous influence on the performance of police members at the Polres Tanah Laut Polda South Kalimantan Police, the results of this study are in line with the results of research presented by Lukman Nul Hakim, 2016, who in his research found that leadership style, work discipline and work culture have a significant simultaneous effect on performance employees, as well as research by Abdullah, 2015 : who in his research stated that work culture variables and leadership patterns had an influence significant both simultaneously to performance employee. In relation to the results of the study, the Satintelkam Polres Tanah Laut Polda South Kalimantan should pay more attention to the three variables simultaneously, by always forming and creating a good work culture, such as a culture of discipline that is always improved, a culture of honesty in working, a culture of shame in making mistakes in working and other good cultures and encouraging increased performance of police members, in addition, in terms of leadership patterns, the leaders of the Satintelkam Polres Tanah Laut Polda South Kalimantan should have a leadership style in the form of a function Consultation, this function is communication two -way. Where the leaders have the first task in the business set decision, leadership often require material considerations that require it consult with the people he leads who are assessed have various material information required in determining decision. Then stage next function leader that is consultation leader with the people he leads can done after decision established and is under implementation. Consultation That intended For to obtain input in the form of bait come back For improve and perfect the decision that has been determined and implemented. With operate function consultative expected decision the leader will get support and more easy to instruct, so that leadership in progress effective and apply leadership style with function p artivation, in carrying out this function is leader try activate the people he leads, both in terms of participation taking decision and also carry it out. Participation No means free do whatever you want, but done in a way controlled and directed in the form of cooperation with No interfere / take task other people's interests. Participation leader must remain in function leader No implementers, while from the aspect of work discipline, the Head of the Satintelkam Polres Tanah Laut Polda South Kalimantan needs to improve the discipline of its members by providing clear and targeted rules and giving strict sanctions to members who violate the rules and violate the rules at work.

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Work culture, leadership patterns and work discipline have a significant partial influence on the performance of police members at the Polres Tanah Laut Polda South Kalimantan Intelligence Unit.

The results of partial hypothesis testing in this study show that the variables of work culture, leadership patterns and work discipline have a significant partial influence on the performance of police members at the Polres Tanah Laut Polda South Kalimantan Police, the results of this study are in line with the results of the study presented by Ikhsannudin, 2014, whose results stated that work discipline, leadership style and work culture have a partial effect on performance employee i as well as research by Abdullah, 201 5 which states variables work culture and leadership patterns have an influence significant either partially or to performance employee. In relation to the results of this study, the Satintelkam Polres Tanah Laut Polda South Kalimantan should pay attention to and improve elements such as work culture, leadership patterns and work discipline. The efforts that can be made to improve all of these elements are:

1. Work Culture
   Efforts that can be developed by the Tanah Laut Police Intelligence Unit of the South Kalimantan Regional Police in order to improve a good work culture are by instilling a culture of discipline. constant behavior based on regulations and norms for each police member by taking steps to strengthen work rules, then setting work targets for police members, carrying out strict work supervision and taking firm action against members who violate the rules transparently and fairly, then always being open giving and receiving correct information from and to fellow work partners, this can be applied within the organization when working, mutually value behavior that shows award to individual, duties and responsibilities Respond to other people as fellow work partners, improve the culture of cooperation members in achieving organizational goals and targets.

2. Leadership Patterns
   Efforts that can be developed by the Satintelkam Polres Tanah Laut Polda South Kalimantan in order to improve the performance of members by managing their leadership patterns or styles by taking steps to improve their abilities in describe the work program, pi mmpin must be able to give clear instructions in every job, leader must try to develop freedom think and express opinion, leader must develop cooperation harmonious, leader must capable solve problem and take decision problem within the limits of responsibility answer each, leader must try grow develop and also carry not quite enough Responsible and leader must to utilize supervision as controller. These patterns can be improved through training and increased work experience.

3. Work Discipline
   Efforts that can be developed by the Satintelkam Polres Tanah Laut Polda South Kalimantan in order to improve member performance by instilling and emphasizing to each member in a disciplined manner in coming to work on time and going home on time, instilling police member compliance with applicable regulations, instilling discipline in the use of predetermined work uniforms, instilling a sense of responsibility in carrying out tasks and instilling carrying out work tasks until finished every day as

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well as providing continuous supervision and giving strict sanctions to members who violate the rules without discrimination.

Leadership patterns have a dominant influence on the performance of police members at the Satintelkam Polres Tanah Laut Polda South Kalimantan.

The dominant variable in this study is leadership patterns and the results of this study are in line with research from Erwansyah, 2016, stated in his research that The dominant variable is leadership style. Related to the results of this study which have a dominant influence on the performance of police officers, a leader should be able to create a pattern and style of leadership by improving good character and having good talent in every field of work, the leader has a pleasant pattern and style, does not underestimate others, appreciates every input or feedback, always provides enthusiasm and hope to all members of the organization, the leader has good communication according to needs and is precise in conveying and is easily accepted and carried out according to expectations, the leader needs to have a complete leadership pattern in terms of abilities and skills that are useful for the organization, this can inspire and motivate people to do the same, the courage to analyze and calculate carefully from every action and has a leadership pattern that is able to solve the root of the problem, find solutions and evaluations in every job.

CONCLUSION

Work culture, leadership patterns and work discipline have a significant simultaneous influence on the performance of police members at the Polres Tanah Laut Polda South Kalimantan Intelligence Unit. Work culture, leadership patterns and work discipline have a significant partial influence on the performance of police members at the Polres Tanah Laut Polda South Kalimantan Intelligence Unit. Leadership patterns have a dominant influence on the performance of police members at the Satintelkam Polres Tanah Laut Polda South Kalimantan.

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