

Analysis of the Effect of Education and Training, Compensation and Organizational Commitment on Personnel Performance at Tanah Bumbu Police, South Kalimantan

Safaat Arif Nur Ihksan¹, Nurus Sjamsi²

^{1,2}Sekolah Tinggi Ilmu Ekonomi Pancasetia, Banjarmasin, Indonesia

ARTICLE INFO	ABSTRACT
<p>Keywords: Education and Training, Compensation and Organizational Commitment, Performance of Police Personnel.</p> <hr/> <p>Email : faatarif90@gmail.com, nursjam61.stiepan@gmail.com</p>	<p>This study aims to analyze the Effect of Education and Training, Compensation and Organizational Commitment on the Performance of Police Personnel at Polres Tanah Bumbu, South Kalimantan. Sampling using the Yamane formula obtained the number of 84 samples as many as respondents. The research instrument through validity and reliability tests. Has fulfilled the classic assumption test which includes Normality, Heteroscedasticity and Multicollinearity. The data analysis technique uses Multiple Linear Regression analysis with the help of the SPSS computer program The conclusion is as follows: Education and Training (X1), Compensation (X2) and Organizational Commitment (X3) have a significant simultaneous and partial effect on the Performance of Police Personnel (Y) at Tanah Bumbu Police, South Kalimantan. Education and Training (X1) has a significant dominant effect on the Performance of Police Personnel (Y) at the Tanah Bumbu Police, South Kalimantan. This is evidenced by the beta value of the Education and Training variable (0.432) which is greater than the Compensation and Organizational Commitment variables</p> <hr/> <p>Copyright ©2023 Jurnal Multidisiplin Sahombu. All rights reserved is Licensed under a Creative Commons Attribution- NonCommercial 4.0 International License (CC BY-NC 4.0)</p>

INTRODUCTION

Tanah Bumbu Police is an organization or law enforcement institution that is tasked with maintaining public order and security. have members in each field to carry out various tasks in order to achieve organizational goals. Tanah Bumbu Police members are placed in various units that includes the criminal investigation unit, intelligence unit, traffic unit, shabara unit, binmas, narcotics unit. Tanah Bumbu Police is a police institution that is part of the Tanah Bumbu Regency government institution which provides services to the community related to law enforcement and is tasked with maintaining order. and public safety. So that you can carry out your duties very well professional, law-abiding, moral and ethical police members are needed competent to carry out police duties in maintaining order and public security can be implemented well. However, in its implementation, the tasks carried out cannot fully run according to what is expected by the Tanah Bumbu Police.

Criminal cases and other cases in a period cannot be resolved completely in the current year, even on average every year there are still cases that cannot be resolved, this shows that the performance of the Tanah Bumbu Police members has not been able to achieve the target according to the standards set by the Tanah Bumbu Police. This problem is caused by the lack of improvement in the quality of police members who play a role in the

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task so that they cannot achieve maximum performance. Education and training have a role in developing the professionalism of members so that they will have the skills needed by the Tanah Bumbu Police, although the education and training programs that have been scheduled by the Police have not been fully followed by police members who need them. The importance of improving quality through education and training needs to be carried out continuously to maintain the smooth running of the tasks and performance of each police member. Performance is a very important activity because it can be used as a measure of the success of an organization in achieving its mission. For public service organizations, information about performance is certainly very useful to assess how far the services provided by the organization meet expectations and satisfy service users. In relation to this, organizational performance is very dependent on the performance of the individual members of the organization concerned. If individual performance is *good*, then the organization's performance is likely to be good too. Thus, human resources must be managed as well as possible, because managing human resources is an important element in all organizations. Organizations cannot be separated from human resource elements, both those who are in the position of leaders and those who are led and subordinates who are the implementing personnel to operate other resource factors to achieve the goals of the organization. Without human resources, other resources are useless because the position of these human resources can influence other resources by controlling, influencing and moving. To achieve organizational goals, leaders, both individually and in groups, need help from other people or their subordinates. Providing direction and instructions to subordinates is one of the tasks of the leader who is expected to achieve the desired targets using efficient costs in accordance with the organization's mission. The success of an organization is generally measured by productivity and performance and the effectiveness of the implementation of the tasks assigned to it. If performance increases and all tasks are carried out effectively, then the organization can be said to be a successful organization.

Literature Review

Education and Training

One of the activities to improve the ability of members of the organization in carrying out their duties and towards the success of the organization's goals is through education and training related to technical and managerial tasks. Education and training are the processes of adding and improving the skills needed by new and old members of the organization to do their jobs (Gary Dessler, 2014). Training at the beginning of work aims to improve the competencies that must be possessed by technical personnel, which are requirements set by the organization. New members usually need the basic skills and abilities needed. They are the products of an education system and have experience gained from entering the organization. It is not uncommon for newly accepted members to only have basic skills but are not yet fully able to carry out their duties. Even experienced members need to learn and readjust to the changes that occur. Lack of proper provision and training when facing quite high environmental changes makes members have difficulty adapting to the work environment and decreasing work enthusiasm, unpreparedness in facing the work environment. This has the effect of members being reluctant to do their jobs and experiencing pressure and burdens in the workplace. While According to Simamora

(2007: 174), education and training for organizational members is a job requirement that can be determined in relation to skills and knowledge based on the activities actually carried out at work.

Compensation

One of the traditional functions of human resource management is determining the compensation of its employees. In modern organizations, with a variety of expensive employee benefit programs, salary incentive programs, and structured salary scales, the task of compensation is even more difficult and challenging for human resource specialists. According to Simamora (2015: 539) employee compensation affects their job satisfaction and their tendency to stay with the organization or look for other jobs. Although managers and researchers disagree on the extent to which compensation affects job satisfaction, compensation is very important. Handoko (2014: 156) states that compensation is everything that employees receive in return for their work. Meanwhile, according to Simamora (2015: 540) that compensation *includes* financial returns and tangible services and benefits received by employees as part of the employment relationship. Compensation is what employees receive in exchange for their contributions to the organization. According to Schuler and Jackson (2016: 87), compensation has several main objectives:

- a. Attracting potential job applicants. In conjunction with an organization's recruitment and selection efforts, a total compensation program can help ensure that pay is sufficient to attract the right people, at the right time, for the right jobs.
- b. Retaining good employees. If the total compensation program is perceived as being internally unfair and externally competitive, good employees (who the organization wants to retain) may leave.
- c. Gaining a competitive advantage. Total compensation can be a significant cost of doing business. Depending on the industry, labor costs can range from 10 to 80 percent of total costs.
- d. Increase productivity. While non-monetary rewards may affect employee motivation and satisfaction, the design of monetary pay systems has been shown to affect performance and productivity.
- e. Make payments in accordance with legal rules. Several legal rules are relevant to total compensation. Organizations must be aware of this and avoid deviations from these rules in their payment programs.
- f. Facilitate strategic goals. An organization may want to create a profitable and competitive culture or may want to be an attractive place to work so that it can attract the best applicants. Total compensation can achieve these goals and can also advance other organizational goals.

Organizational Commitment

According to Robbins and Judge in Ranty Sapitri (2016: 66) defines commitment as a condition where an individual sides with the organization and its goals and desires to maintain membership in the organization. According to Sujana (2012: 45) Organizational commitment is often defined as: (a) a strong desire to remain a member of a particular organization, (b) a willingness to exert high levels of effort on behalf of the organization, and (c) a strong belief in and acceptance of the organization's values and goals. In other words,

commitment is an attitude that reflects job loyalty to the organization and is an ongoing process through which organizational participants express their concern for the organization and its continued success and well-being.

Types of Organizational Commitment.

There are two approaches in formulating the theory of organizational commitment, in Umam (2018: 259). (1). Involves efforts to illustrate that commitment can appear in various forms. (2). Involves efforts to separate between the various entities where individuals develop into having commitments. Before the emergence of these two approaches, there was another approach that emerged first, namely attitudinal commitment or an approach based on attitudes and behavioral commitment or based on behavior.

Attitudinal commitment focuses on the process when a person begins to think about his relationship in the organization or determines his attitude towards the organization. It can be considered as a mindset when an individual thinks about the extent to which the values of his own goals are in line with the organization where he works. Attitudinal commitment involves measuring commitment (as an attitude or mindset) along with other variables that are considered to be causes or consequences of commitment (Meyer & Allen, 1997) in Umam (2018: 261). Strong commitment causes the behavior of organizational members to be as expected (from the perspective of the organization), high productivity, low turnover to other organizations, high attendance rates and increasing performance.

Behavioral commitment is related to the process when individuals feel bound to a particular organization and how they cope with each problem faced. In *behavioral commitment*, members of the organization are seen as being able to become committed to certain behaviors rather than to a single entity. The attitude or behavior that develops is a consequence of commitment to a behavior. For example, members of an organization who are committed to their organization may develop a more positive view of their organization, consistent in their behavior to avoid cognitive dissonance or to develop a positive *self-perception*.

Member Performance

According to Umam (2018: 186), performance is a record of the consequences produced by a job function or activity during a certain period related to organizational goals. A person's performance is a combination of ability, effort and opportunity that can be measured from the results produced. Therefore, performance does not concern personal characteristics shown by a person through the work results that have been and will be done by a person. Performance can be interpreted as the individual success of each member of the organization. Edison et al. (2016:190) Performance is the result of a process that refers to and is measured over a certain period of time based on previously established provisions or agreements.

METHODS

The location of this research is in Polres Tanah Bumbu, South Kalimantan and the object of the research is the police members on duty and Polres is a technical implementing unit within the South Kalimantan Regional Police Chief which is under and responsible to the Indonesian National Police. The Resort Police, hereinafter abbreviated as Polres, is the

executor of the duties and authorities of the Police in the district/city area under the Regional Police Chief. The Head of Tanah Bumbu Police, hereinafter abbreviated as Kapolres, is the head of the Police in the region and is responsible to the South Kalimantan Police Chief.

In accordance with the title of the research, the independent variables consist of Education and Training, Compensation and Organizational Commitment, while the dependent variable is Police Personnel Performance. The analysis tool used in this study uses multiple linear regression assisted by the SPSS computer. The variables in this study include:

1. Education and Training Variable (X1) This variable is the Independent (free) Variable.
2. Compensation Variable (X2) This variable is the second independent variable (free).
3. Organizational Commitment Variable (X3) This variable is the third dependent variable.
4. The performance variable of police members (Y) is the dependent variable.

Education and Training (X1)

According to Simamora (2007: 174) that education and training of organizational members is a job requirement that can be determined in relation to expertise and knowledge based on actual activities carried out on the job. The training indicators used according to Simamora (2007: 276) are:

1. Performance improvements (X1.1)
2. Technological advances (X1.2)
3. Learning time (X1.3)
4. Solving operational problems (X1.4)
5. Preparing personnel for promotion (X1.5)
6. Orienting personnel to the organization (X1.6)
7. Fulfilling personal growth needs (X1.7)

Compensation (X2)

Compensation (X_1) is a terminology related to financial rewards *received* by people through employment relationships with an organization.

Compensation variable indicators according to Simamora (2015: 261) consist of:

1. Salary (X2.1).
This is all income in the form of money or goods directly or indirectly received by employees as compensation for services provided by the company.
2. Incentive (X2.2)
A is part of the complex management to express and maintain the working relationship between the company and employees.
3. *Employee* benefits (X2.3)
A are payments *and services* that protect and supplement the base salary, and *the* company pays all or part of these benefits.

Organizational Commitment (X 3)

According to Robbins and Judge in Ranty Sapitri (2016), commitment is defined as a condition in which an individual sides with the organization and its goals and desires to maintain membership in the organization.

According to Meyer and Allen in Wibowo (2015), the dimensions or indicators of commitment are:

1. *Affective Commitment* (X3.1.)
This concerns the emotional attachment of workers to identification with and involvement in the organization.
2. *Continuance Commitment*, (X3.2)
That is concerning commitment is based on the costs associated with workers leaving the organization. This may be due to loss of seniority for promotions or benefits.
3. *Normative Commitment*, (X3.3)
It concerns the employee's feeling of obligation to remain with the organization because it is the best thing to do.

Performance of Police Members (Y)

According to Police Regulation Number 2 of 2018, performance is the work results achieved by each members of the Indonesian National Police in work units/functional units/units region according to generic factors and specific factors. Police Regulation No. 2 of 2018, identifies performance with indicators:

- a. Leadership (Y1)
- b. Service orientation (Y2)
- c. Communication (Y3)
- d. Emotional control (Y4)
- e. Integrity (Y5)
- f. Empathy (Y6)
- g. Commitment to the organization, (Y7)
- h. Initiative (Y8)
- i. Discipline (Y9)
- j. Cooperation (10)

Hypothesis

The research hypothesis is a temporary assumption of the influence between independent variables on dependent variables and must be proven through research. This assumption is strengthened through theory and results from previous research. Based on the theoretical framework above, the research hypothesis proposed in this study is as follows:

- H1 :Education and Training (X1), Compensation (X2) and Organizational Commitment (X3) have a significant effect simultaneously on the performance of police personnel (Y) in Tanah Bumbu Police Station
- H2 :Education and Training (X1), Compensation (X2) and Organizational Commitment have a significant partial effect on the performance of police personnel (Y) in Tanah Bumbu Police Station

H3 :Education and Training (X1) has an influence dominant on Personnel Performance (Y) police at Tanah Bumbu Police.

Population and Sample

The population used in this study were members of the police at the Tanah Bumbu Police, totaling 578. members. Population is also not just the number of objects or subjects studied, but includes all the characteristics and properties possessed by the object or subject. Even one person can be used as a population, because one person has various characteristics, such as speaking style, discipline, personality, hobbies, and so on.

The sample of this research was all police officers on duty at Tanah Bumbu Police. A sample using random technique or random sample, namely the researcher mixes the subjects in the population so that all subjects are considered the same , thus the researcher gives the same rights to the subjects to get the opportunity to become samples. A sample is a portion of the number and characteristics possessed by the population, or a small part of the population members taken according to certain procedures so that they can represent the population. The sample to be taken from the population must be truly representative or can represent. The sample size according to Sugiyono (2018: 149) using Yamane's formula is as follows:

$$n = \frac{N}{1 + N (d)^2}$$

Description: N = population size (572)

n = sample

d = error rate (10 %)
 0,10

$$n = \frac{572}{1 + 572 (0,10)^2} = 83,66 \text{ rounded} = 84 \text{ respondents}$$

RESULTS AND DISCUSSION

Based on the results of the instrument validity test , it shows that the research instrument can be declared valid because the calculated $r > r$ table (Appendix), while the Cronbach alpha value of the variables Education and Training, Compensation, Organizational Commitment and Police Personnel Performance is greater than 0.60, this indicates that the instrument is reliable.

Classical Assumption Test

One way to see the normality of the residuals is to look at the *normal probability plot graph* which compares the cumulative distribution of the normal distribution. If the data is spread around the diagonal line and follows the direction of the diagonal line, then the assumption of normality is met.

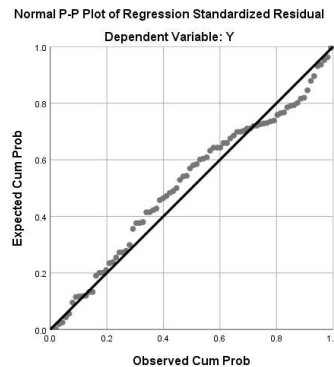


Figure 2 Normality

Heteroscedasticity Test

The indication that there is no heteroscedasticity in the regression model can be shown in the following figure which does not show a clear pattern and the points are spread above and below the number 0 on the Y axis.

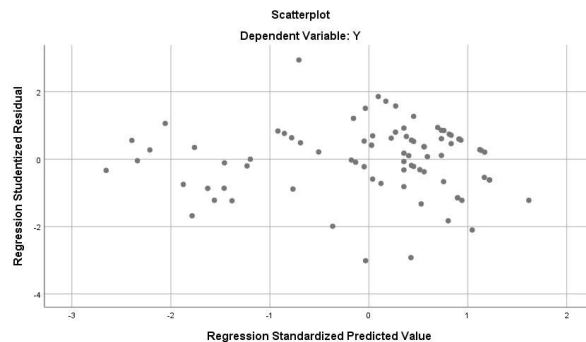


Figure 3. Heteroscedasticity

Source: SPSS Appendix

Multicollinearity Test

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. A regression model that is free from multicollinearity problems if it has a tolerance value of not less than 0.1 and a VIF value of not more than 10.

Table 2. VIF Coefficient

Model	Correlations			Collinearity Statistics	
	Zero order	Partial	Part	Tolerance	VIF
1 (Constant)					
X1	.784	.433	.267	.381	2.623
X2	.740	.400	.242	.450	2.222
X3	.515	.247	.142	.738	1,356

Source: SPSS Appendix

Results Hypothesis Testing

Hypothesis 1 (F test / Simultaneous)

Table 3. F Test Coefficient (Simultaneous Test)

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29,726	3	9.909	59,732	.000 ^b
	Residual	13,271	80	.166		
	Total	42,997	83			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Based on Table 3. The calculated F value is 59.732 while the F table ($\alpha = 0.05$. $df = nk-1 = 84 - 3 - 1 = 80$) is 2.734. Because the calculated $F > F$ table is $59.732 > 2.734$ or the sig F value $(0.000) < \alpha = 0.05$, the regression analysis model has a simultaneous effect. This means that the hypothesis is accepted, so it can be concluded that the independent variables of Education and Training (X1), Compensation (X2) and Organizational Commitment (X3) simultaneously have a significant effect on Police Personnel Performance (Y) at the Tanah Bumbu Police, South Kalimantan

Hypothesis 2 (t test / Partial)

The t-test is used to determine whether each independent variable partially has a significant influence on the dependent variable. The calculation results show that all t counts $> t$ table and have a significance of < 0.05 , meaning all independent variables have a partial effect on the performance of police personnel at the Tanah Bumbu Police.

Table 4 Partial Regression Coefficient

Coefficients ^a						
Model		Unstandardized		Standardized	t	Sig.
		Coefficients		Coefficients		
		B	Std. Error	Beta		
1	(Constant)	1,021	.254		4.020	.000
	X1	.421	.098	.432	4.297	.000
	X2	.292	.075	.361	3.900	.000
	X3	.138	.061	.165	2.281	.025

Source: SPSS *Print out Attachment*

Hypothesis 3 (Dominance Test)

Table 5. Beta value test results

Variables	t count	Sig.t	partial correlation	Beta	Caption
Education and Training (X1)	4.297	0.0 00	-	0, 4 32	Significant
Compensation (X2)	3.900	0.0 00	-	0, 3 61	Significant
Organizational Commitment (X3)	2.281	0.0 25	-	0, 165	Significant

Source: Processed Data

Based on table 5, among the three independent variables, the independent variable that has the dominant influence on Personnel Performance is: Police (Y) is Education and Training because it has a beta coefficient value of 0.4 32 the largest compared to other

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variables. This means that the hypothesis is accepted, so it can be concluded that Education and Training are the dominant variables that influence the Performance of Police Personnel (Y) at the Tanah Bumbu Police, South Kalimantan.

Discussion

Education and Training (X1), Compensation (X2), and Organizational Commitment (X3) has a significant simultaneous influence on the performance of police personnel (Y) at the Tanah Bumbu Police, South Kalimantan

If the three independent variables increase in their implementation, then Performance of Police Personnel (Y) at the Tanah Bumbu Police, South Kalimantan will continue to increase and conversely in its implementation it will be increasingly inconsistent and increasingly weak, so the Performance of Police Personnel (Y) at the Tanah Bumbu Police, South Kalimantan will also decrease. This means that if in Polres Tanah Bumbu South Kalimantan, police members often follow or are involved in the education and training process that is in accordance with their duties and obligations and if the compensation received by police members also increases and commitment, loyalty to the organization is getting stronger, then the performance of police members in Polres Tanah Bumbu will be better and increase.

The results of this study are in line with the research conducted by Artha Riana N, Susi Hendriani, Yulia Efni. 2017. The Influence of Education and Training, Remuneration and Organizational Culture on Job Satisfaction in Improving Performance at the Directorate of Criminal Investigation of the Riau Police. Human resources are a very vital organizational asset, therefore their role and function cannot be replaced by other resources including in the Police Institution.

Education and Training (X1), Compensation (X2), and Organizational Commitment (X3) has a significant partial influence on the performance of police personnel (Y) at the Tanah Bumbu Police, South Kalimantan

- a. Education and Training (X1) has an influence significant to Personnel Performance Police (Y) at Tanah Police Station Spice South Kalimantan.

Education and Training at the beginning of work aims to improve performance through increasing the competencies that must be possessed by police members, which are requirements set by the organization. New members usually need the basic skills and abilities needed. Members are products of an education system and have experience gained from entering the organization. It is not uncommon for newly accepted members to only have basic skills but are not yet fully able to carry out their duties. Even experienced members need to learn and readjust to the changes that occur. Lack of proper provision and training when facing quite high environmental changes makes members have difficulty adapting to the work environment and decreasing work enthusiasm, unpreparedness in facing the work environment which results in members being reluctant to do their jobs and experiencing stress and burdens in the workplace. The results of this study are in accordance with the opinion of Gary Dessler, (2014) who stated that education and training are one of the activities to improve the ability of organizational members in carrying out their duties and towards the success of organizational goals, education and training related to

technical and managerial tasks. Education and training are the process of adding and improving the skills needed by new and old organizational members to do their jobs. The results of this study are in line with the results of research conducted by Artha Riana N, Susi Hendriani, Yulia Efni (2017) with the title The Influence of Education and Training, Remuneration and Organizational Culture on Job Satisfaction in Improving Performance at the Riau Police Criminal Investigation Directorate Master of Management Study Program, University of Riau email: artharianan @gmail.com Human resources are a very vital organizational asset, therefore their role and function cannot be replaced by other resources including the Police Institution.

- b. Compensation (X 2) has a significant effect on Police Personnel Performance (Y) in Tanah Bumbu Police, South Kalimantan.

The compensation received by members is an encouragement within the members to work better according to their duties. Compensation needs to be fulfilled so that the member can adjust to his environment, because compensation is an encouragement to move members to be able to achieve the goals of his motives. Leaders need to understand what can increase the motivation of members who work under his coordination. Compensation can increase members' *senses of identity* and empower their abilities and bonds with fellow members and with the organization. Compensation will create work stability all the time because member activities will be driven by high work enthusiasm. The findings of this study are in accordance with the results of research conducted by M. Andryan Siswanda, Zulkarnen Mora, Riny Chandra. 2021. The Influence of Compensation, Organizational Commitment on Employee Performance of PTPN I Tanjung Seumantoh. The regression coefficient of compensation, organizational commitment and work environment variables shows a positive influence on employee performance. From the t-test and F-test, it is known that compensation, organizational commitment and work environment partially and simultaneously have a positive and significant effect on employee performance at the PTPN I Tanjung Seumantoh Palm Oil Mill (PKS). From the determination coefficient test, it is known that the compensation, organizational commitment and work environment variables affect employee performance at the PTPN I Tanjung Seumantoh Palm Oil Mill (PKS) by 47.2%, while the remaining 52.8% is influenced by other variables outside this research model.

- c. Organizational Commitment (X3) influential significant to Police Personnel Performance (Y) at the Tanah Bumbu Police, South Kalimantan.

Strong commitment causes the behavior of organizational members to be in accordance with what is expected (from the perspective of the organization), high productivity, low turnover to other organizations, high attendance rates and increasing performance. This is in accordance with the opinion Luthan (2006:249) me stating organizational commitment: Organization commitment is most often defined as: (1) a strong desire to remain a member of a particular organization; (2) a willingness to exert high levels of effort on behalf of the organization; and (3) a definite belief in, and acceptance of the values and goals of the organization. (Organizational commitment is; (1) a strong desire to remain a member of an organization or society; (2) a strong

willingness to exert effort for the organization; and (3) belief in and acceptance of the values and goals of the organization). The findings of this study are in accordance with previous research conducted by Desi Nuraeni, Ratna Ekawati, 2013. The Influence of Organizational Commitment on Employee Performance (Study at PT. ATRI DISTRIBUTUSINDO) Bandung Lecturer STIE STEMI – Bandung Business School– Bandung Business School This study aims to analyze the influence of organizational commitment on employee performance at PT Atri Distribusindo Bandung. The background of the study was triggered by the gap between the length of employee work period and the decreasing level of performance. It is suspected that this is closely related to the problem of employee commitment. The results of the study showed that there was a significant simultaneous influence between the dimensions of organizational commitment and employee performance. However, partially, affective commitment had no significant effect on performance. Meanwhile, continuance commitment and normative commitment had a positive and significant effect on employee performance.

Education and Training (X3) influential Dominant Against Police Personnel Performance (Y) at the Tanah Bumbu Police, South Kalimantan.

Education and Training (X3) influential Dominant Against Police Personnel Performance (Y) at Polres Tanah Bumbu South Kalimantan. because with the education and training organized by the police institution consistently and appropriately will improve the competence of members so that the performance of members will be better and increasingly improved. This is in line with the opinion of (Gary Dessler, 2014). which states that one of the activities to improve the ability of members of the organization in carrying out their duties and towards the success of organizational goals is through education and training related to technical and managerial tasks. Education and training is the process of adding and improving the skills needed by new and old members of the organization to do their jobs.

The results of this study are in accordance with research conducted by Ricky Fajar Adiputra, 2017 with the title: The Influence of Education and Training and Competence on the Performance of Criminal Investigation Unit Members at the Metro Lampung City Police. The quantitative descriptive method, partial and simultaneous analysis of the test results that have been carried out simultaneous regression tests (f test) indicate that the independent variables studied have a significant influence on performance variables. Partial regression tests (t tests) show that the education and training variables have the most significant influence on performance, the magnitude of the influence caused (R) by the two independent variables together with the dependent variable is 70.5% while the remaining 29.5% is influenced by other variables not examined in this study.

CONCLUSION

The conclusion from this study are as follows: Education and Training, Compensation and Organizational Commitment has a significant simultaneous effect on the Performance of Police Personnel at Polres Tanah Bumbu, South Kalimantan. This is proven by the calculated F value which is greater than the f table with a significance value of less than five

percent. Education and Training, Compensation and Organizational Commitment partially significantly influence the Performance of Police Personnel at Polres Tanah Bumbu, South Kalimantan. This is proven by each calculated t value being greater than the t table value with a significance of less than five percent. Education and Training have a dominant influence on the Performance of Police Personnel at Polres Tanah Bumbu, South Kalimantan. This is evidenced by the beta value of the Education and Training variable being greater than the Compensation and Organizational Commitment variables.

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