

The Influence Of Discipline, Work Motivation, Institutional Commitment On Polres Bondowoso's Police Member Throuh Job Satisfaction

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Abstract – the Aim of this research is to know and analyze the influence of direct and indirect discipline, work motivation and commitment of the institution on job satisfaction of members of Polres Bondowoso through performance. The method used in this research field studies (field of study) and the Questionnaire of the Sample in this study amounted to 100 respondents. The analysis technique used is PLS. Based on the analysis and discussion that has been done in the next section, it can be made the conclusion between the discipline, work motivation and commitment of institutions on performance through job satisfaction has positive and significant effect.

Keywords discipline, work motivation, commitment to the institution, job satisfaction, performance

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I. Introduction

Human resources is a major asset that is owned by an organization because it is considered instrumental in the passage of the activities of the organization are able to achieve the goals of the organization. According to Sunyoto (2015:274) “The maintenance function of personnel is concerned primarily with preserving the physical, mental, and emotional condition of employees “ means the Function of the maintenance personnel concerned primarily with maintaining the condition, function, mental and emotional members. Human Resources has an important role as an activator of the operational activities of the organization. Professional human resources has become the need of the strategy of the institution. This need is based on the understanding that the human is the determinant of the over all goal of the institution. To realize a human resources professional for an institution sometimes encounter obstacles and barriers that could arise from the factors of the organization or from within the member itself.

With a paradigm change in the constitutional system that confirms the institutional separation of the Indonesian National Army and Police force of the Republic of Indonesia according to the role and function respectively, Then according to the Law number 2 year 2002 on the Indonesian national Police in Article 2, which reads the Function of Police is one of the functions of the State Government in the field of maintenance, security and public order, law enforcement, protection, shelter and services to the community. Based on loyalty and obedience to the Pancasila and the constitution of 1945.

The management of against members must be implemented effectively and efficiently for the purpose of institution can be realized. In the organization of course many factors that affect the members to achieve the goals that have been set, while the course organization of the course, colored by the behavior of the members who feel interested in each group. The behavior of the members who are in the organization of the course greatly affect the organizations either directly or indirectly, it is due to the ability of members of different in running a given task in a function or part in carrying out its activities.

The high and low of a person's performance can be influenced by the discipline that he has. In the Government Regulation No. 2 of 2003 on the rules of discipline of the members in article 1, which reads discipline is obedience and compliance with the earnest against the rules of discipline. Discipline of members is a series of norms for developing, enforcing discipline and maintaining the order of the life of the member. Members of when in violation of the disciplinary rules will be sanctioned in the form of disciplinary action and / or disciplinary punishment. In the disciplinary action in the form of an oral reprimand and / or physical action.

The performance comes from the word Job performance means the performance achieved by a person, Then the notion of Performance is the result of work that can be accomplished by a person or group in an institution in accordance with the authority and responsibilities of each, in order to achieve the goal of the institution concerned is legal, does not violate the law and in accordance with the moral and ethical (Afandi, 2018). Performance is the result of work that has been accomplished person based on the duties and responsibilities of each. The performance is very necessary as an evaluation for a leader. Performance is also a

record of the outcome resulting from a particular member or the activities carried out during a certain period of time, where a person required to play its part in implementing the strategy of the organization (Riniwati, 2011:50).

In the implementation of day-to-day discipline is often an obstacle in an institution, the low discipline is an issue that repeatedly occur. In other words, the higher the discipline, the higher the performance produced by someone, so that in the end the members are willing and sincere work as well as possible to achieve the goals of the institution and the range of the target, each institution expects members can work with better. This is in line with the opinion of the Hasibuan (2013:98) where he stated that discipline is the awareness and willingness to obey all company rules and social norms that apply". Discipline is something a tool used in the management of the institutions to communicate with the members so they are willing to change a behavior and as an effort to raise awareness and social norms that apply, in Syafrina (2017) that the discipline is an act of worship to respect and appreciate as a form of adherence to the rules made by the institution both written and unwritten, and should may consult sanction given if the agency violated the existing legislation.

Motivation theory proposed by Herzberg about factors intrinsic and extrinsic factors in general, the members tend to focus on the gratification of needs lower in their first job, especially security. Then after it can be satisfied, they will strive to meet your needs on a higher level, such as the need for initiative, creativity and responsibility (Wake up 2012:318-320).

The presence of high motivation expected members can do the job given to the maximum, so that members feel satisfied with the work that has been done. In addition to high motivation, the member must also have a high commitment in the organization. The commitment of the institution is a very important factor for the achievement of the goals, vision and mission of the organization to the fullest. The high commitment of the members in the institution, are expected to have a strong desire to showcase good performance and vice versa in the absence of a good commitment from each member, then the institution will not run properly. The commitment of the institution will make the members to give the best to the institution in work, work with a high commitment will tend to be happy to help and can work together to improve the performance of the institution.

The commitment of the members is one of the key that determines the success or failure of an institution to achieve its goals. Members who have a commitment to the institution's show the attitude of working full attention to their duties, have the responsibility to carry out the tasks as well as very loyal to the institution. In the commitment and sometimes beliefs, binder, which will cause the energy to do your best. For real, commitment affect the performance of the members in the organization. According to the Near and Jansen in Sopiah (2010:166) when the commitment of the members is low, it can trigger the behavior of members of a less well, for example the action violated the discipline that the impact is the reputation of the institution declined, losing the trust of the community and the impact is much longer is the declining performance of the institution. The commitment of the members is one of the key that determines the success or failure of an institution to achieve its goals. Members who have a commitment to the institution's show the attitude of working full attention to their duties, have the responsibility to carry out the tasks as well as very loyal to the institution. In the commitment and sometimes beliefs, binder, which will cause the energy to do your best. For real, commitment affect the performance of the members in the organization. According to the Near and Jansen in Sopiah (2010:166) when the commitment of the members is low, it can trigger the behavior of members of a less well, for example the action violated the discipline that the impact is the reputation of the institution declined, losing the trust of the community and the impact is much longer is the declining performance of the institution.

Job satisfaction is an attitude (action-cognition), feelings of pleasure (phrase books), or the gap (gab) between what has been obtained with what is expected. The happy attitude shown by a person in a work is an expression for what becomes of the responsibilities have been run well and feel satisfied with the results of its work. On the contrary, if a person in a work is not supported by the equipment of adequate work, the working environment is not conducive, and the low attention of the leadership, then it will cause job dissatisfaction. The dissatisfaction of members in the workplace it is said by (Robin & Judge, 2013) can lead to action out leaving the institution, sound active constructive, fidelity passive optimistic, and neglect-passively ignore the command and prohibition

Job satisfaction of members is the moral motivation of members, discipline, and job performance of members in support of the realization of the objectives to be achieved of an institution (Hasibuan, 2014). Job satisfaction (job satisfaction) as the situational conditions that pleasant or unpleasant, and how members view their work. Job satisfaction of members reflects the attitude of a person towards his job (Rosita & Yuniati, 2016).

II. Literature Review

2.1 Research Purpose

Based on the background and formulation of the problem that has been stated, the purpose of this study was to determine and analyze the influence of direct and indirect discipline, motivation and commitment of the institution on job satisfaction of members of Polres Bondowoso through performance

2.1.1. Performance Definition

Performance by Afandi (2018) said that the performance (job performance) is the result of the work accomplished person or group in an institution in accordance with the authority and responsibilities of each, in order to achieve the goal of the institution concerned is legal, does not violate the law and in accordance with moral and ethics. According to the Wake (2012:231) performance is the result of the work of someone who achieved based on performance by Afandi (2018) said that the performance (job performance) is the result of the work accomplished person or group in an institution in accordance with the authority and responsibilities of each, in order to achieve the goal of the institution concerned is legal, does not violate the law and in accordance with moral and ethics. According to the Wake (2012:231) performance is the result of the work of someone who achieved based on the requirements of the job (job requirement). Riniwati (2011:50) is the result of work that has been accomplished person based on the duties and responsibilities of each. The performance is very necessary as an evaluation for a leader. Performance is also a record of the outcome resulting from a particular member or the activities carried out during a certain period of time, where a person required to play its part in implementing the strategy of the institution.

As for the indicators of the performance of members according to the Bangun (2012:234) is :

- a. The amount of work, Amount of work produced by the individual or the group as a requirement to become a standard work. Every job has different requirements so demanding members must meet the requirements of the knowledge, skill and ability appropriate. Based on the requirements of the job can be aware of the number of members required to be able to do it or each member can work on the how many units of work.
- b. The quality of the work, every member of the company must meet certain requirements to be able to produce work according to the quality demanded of a particular work. Each job has certain quality standards that must be adjusted by the members to be able to do it according to the provisions. Members have a good performance when you can produce work according to the requirements of the quality that is demanded of such work.
- c. Punctuality, each work has different characteristics, for certain types of work to be completed on time, because it has a dependency on other work. So when you work on a particular section is not completed on time will impede the work on the other parts, thus affecting the amount and quality of the work. On this dimension of employees required to be able to complete the work on time. In addition to the completion of work in a timely manner, members are also required to come just in time, because one of the factors the job done quickly finished this in accordance with the time specified. If the member experience delays will impact the time his work would be reduced and work would not be completed in accordance with the time.
- d. The presence of a particular type of work demanded the presence of the members in it according to the specified time. There is a type of work that demands the presence of the member for eight hours a day for five days of work a week. The performance of a member is determined by the level of attendance of the members in it.
- e. The ability of cooperation, not all work can be completed by one member only. For certain types of work may have to be completed by two or more members, thus requiring cooperation among the members. The performance of the members can be judged from its ability to cooperate with other co-workers.

2.1.2. Discipline Definition

Discipline according to the Rules of the Government of the Republic of Indonesia Number 2 Year of 2003 on the rules of discipline for members of the Police in article 1 (2) which reads the discipline is obedience and conformity earnest to the discipline of members of the Police. In the performance of duties of members of the Police are obliged to provide protection, shelter and the best service to the community, and members of the Police in the execution of the task are prohibited from violating the rules and legal norms that apply in the office.

Indicators of the discipline according to Sutrisno (2019) is as follows:

1. Obedient to the rules and time, seen from the clock into work, home hours and hours of proper rest time and according to the rules that apply in your institution.
2. Obedient to the rules of the institution, it is seen from the basic rules on how to dress and beringkah behavior at work.
3. Obedient to the rules of behavior in the work, shown in the way of doing the work-the work in

accordance with the position, duties and responsibilities as well as how to relate with other work units.

4. Compliance with other regulations in the institution, the rules about what should and what should not be done by the members for the institution

2.1.3. Motivation Definition

Understanding the motivation of the work according to the Wake (2012:312) is a “work motivation is a condition that encourages other people to be able to carry out tasks in accordance with its function in the institution.” Thus the motivation to work means a condition that encourages or be the cause of a person/activities that take place consciously. Some opinions about the definition of work motivation that is which gives limits as “the processbywlich behavior is energized and directed”. Work motivation is the desire within a person causing that person to perform an action. Someone is doing the action for such a thing in achieving the goal. Therefore, motivation is the driving force that lead to this goal is rarely appears in vain defined as behavior aimed at the target, work motivation is related with the level of work done by a person in the pursuitof a goal.

Based on the results of his research, Herzberg divide the two factors that affect the work of someone in the organization, among other factors satisfaction (satisfaction) and dissatisfaction (dissatisfaction) as follows :

1) Factor satisfaction satisfaction also commonly referred to as mativator factor or quencher (satisfiers) are Included in these factors are the factors driving force for the achievementand spirit of the work, among other achievements (achievement), recognition (recongition) the work itself (workitself) responsibility (responsibility) and progress (advancement). Factors of satisfaction (satisfaction) or mativator factors said to be a factor pemuas because it can give the satisfaction of one's work and also can improve the performance of the workers, but these factors can cause dissatisfaction if it is not met. So, the factor of satisfaction is not an opponent of the factors of dissatisfaction. Satisfaction factor is also called as motivation intrinsic (intrinsic motivation)

2) Factors of dissatis faction (dissatisfaction), also commonly referred to as hygiene factors or maintenance factors that are sourced from job dissatisfaction. Such factors, among others, the policy and administration of the company (company policy and administration), supervision (supervision), payroll (salary), labor relations (job security), and employment status (jobstatus). Factors of dissatisfaction is not the opposite of satisfaction factors. This means that with the non-fulfillment of the factors of dissatisfaction is not the cause of job satisfaction but only reduce job dissatisfaction course. Factors of dissatisfaction is also commonly referred to as extrinsic motivation (extrinsic motivation) because the factors that bring it not from a person but from the outside thereof.

Based on the explanation of the theory of motivation by Herzberg in the Wake (2012:318-320) about factors intrinsic and extrinsic factors mentioned above, the indicators of motivation are as follows :

1. The workitself
2. Recognition
3. Responsibility
4. Salary
5. Personal relationships
6. Workingconditions

2.1.4. Commitment to The Institution Definition

The commitment of the institution in general can be interpreted as the attachment member at the institution where the member works. The commitment required by the institution for members of the commitment in institutions can be maintained and maintained properly. The commitment of the institutionis defined as a certain level where a member can identify the goal of the institution to be able to maintain its membership in the institution such. Commitment leads to the survival of a in the institution and has implications for the efforts undertaken by a member to compete retain membership even for the sake of obtaining a better position in the institution. A sense of attachment is not only shown through the attitude and atitude daily members, but also from the psychological side or way of thinking members (Robbins, 2013;109).

According to Licoln and Bashaw in Sopiah (2010:156) argues that there are 3 (three) indicators of the commitment of the institution, namely :

- a. The willingness of members, the enthusiasm and the willingness of a member's personal with initiatives actions for institutions without in command by the leader.
- b. Loyalty members, the extent to which each member has a commitment to the institution that members not double the institution.
- c. The pride of the members on the institution, the pride in yourself members and will continue to maintain the good name of the institution

2.1.5 Job Satisfaction Definition

Job satisfaction is the attitude or feeling of the members towards the aspects that are pleasant or unpleasant about the work in accordance with the assessment of each worker (Afandi, 2018:74).

Sutrisno (2013:73), job satisfaction becomes a problem that is quite interesting and important, because it proved beneficial to the interests of the individual, industry and society. For individuals, research on the causes and sources of job satisfaction allows the onset of efforts to increase the happiness of their life. From the above opinion, concluded that the job satisfaction of members is the emotional attitude in a fun and fond of his work, this attitude is mirrored by the morale, discipline, and work performance

Balouch & Hasan (2014) conducted a study with the title “the determinants of job satisfaction and its impact on employee performance and turnover intentions” concluded that job satisfaction has an influence on the performance, in addition to that job satisfaction can also affect the intention of out members, members with job satisfaction yang low have the opportunity to leave the institution of higher (Hidayat 2018)

Based on the understanding of job satisfaction according to experts the above it can be concluded that job satisfaction is a view and the attitude of a person both positive and negative about someone to their work.

According to (Afandi, 2018:82), indicators of job satisfaction are as follows

1. Work

The content of the work that a person does have the elements that satisfy the.

2. Salary

The number of payments received by a person as a result of the implementation of the crimes whether in accordance with the needs of that felt fair.

3. Promotion

The possibility of a person can develop through the promotion. This is associated with the presence or absence of the opportunity to gain career advancement during the work.

4. Supervisory

Someone who carry out monitoring and supervision of the public either regularly or incidental to the implementation of the policy of the leadership of the institutions in the field of development and operations done by all units of work, ranging from the process of planning, implementation, and performance as well as provide advice to the leadership of the institution

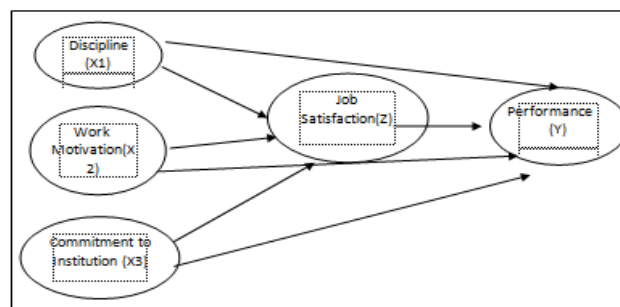
5. Colleagues

Someone always interact in the execution of the work. A person can feel her colleagues are very pleasant or unpleasant.

2.2. Conceptual Framework

This section will explain the conceptual framework of the research thus obtained a comprehensive overview of the research conducted. The framework of conceptual as a whole depicts a direct influence between the variables of discipline (X1), motivation (X2), the commitment of the institution (X3), performance (Y) and job satisfaction (Z). No direct influence of the discipline (X1), motivation (X2), the commitment of the institution (X3), performance (Y) and job satisfaction (Z).variable-a variable is a measurable variables (measured variables), therefore its measurement through the instruments of the study (item-item questionnaire research).

Based on the description of the relationship of influence between the variables in this research as a whole can be seen as follows :



Explanation :

1. The independent variable is the Discipline (X1), Motivation (X2) and the Commitment of the Institutions (X3)

2. The dependent variable is the Performance (Y)
3. Mediating variable is job Satisfaction (Z)

2.3. Research Hypothesis

The research hypothesis is as follows:

- a. Discipline and a positive significant effect on job Satisfaction of members.
- b. Work motivation and job satisfaction is significant and positive effect on the performance of the members .
- c. Discipline is a significant and positive effect on the performance of the members.
- d. Work motivation have a significant and positive impact on the performance of members.
- e. Job satisfaction is a significant and positive impact on the performance of the members of the
- f. The commitment of the Institution's significant influence and positive impact on Job Satisfaction of members
- g. The commitment of the Institution's significant influence and positive impact on the Performance of members.
- h. Discipline effect on performance through job satisfaction of members
- i. The commitment of the institution influence on performance through Job Satisfaction of members.

III. RESEARCH METHODS

Research approach this approach uses quantitative methods with the paradigm positivistic, it means that research is used to examine the population or a particular sample, which has the purpose to test the hypothesis that has been set Sugiyono (2014). In quantitative research, the researcher formulate a new problem by identifying through a hypothesis a temporary answer to the formulation of the research problem. Quantitative research methods are research methods, sampling techniques are generally carried out at random, the data collection instruments of the study, quantitative data analysis/statistics with the aim to test the hypothesis that has been set. This research is categorized as a research explanation (explanatory research). According to Umar (2008:5) research causal research is to test the causal relationship and is useful for analyzing the relationship between one variable with another variable or how one variable affects other variables

This study was done on the part of members of the Police, which consists of the national Police and the CIVIL Police Polres Bondowoso research time in the month of May until June 2021.

There are two stages of data analysis will be carried out in this study in order to answer the purpose of this study. The first stage is related with the test instrument and test **data analysis**, testing of the instrument was performed with test validity and reliability. While the test data is performed with the classical assumption.

This research using the method of Partial Least Square (PLS) with tools Smart PLS. In the method of PLS there are two models, namely the outer model and inner model. The criteria the test is done on both the models.

IV. RESEARCH RESULT

According to Sanusi (2014:76) research instrument is a tool used to collect the data so that the data obtained have the level of accuracy and consistently high, then the research instrument used must be valid and reliable.

Hypothesis testing is a process carried out to find out how far the influence of independent variable to the mediating variable and the interaction on the dependent variable. Using path analysis, will be performed the estimation of the influence between variables and the position of each variable in the path either directly or indirectly. Significant model looks based on the beta (β) that is significant to the track. The rules of the testing significantly in SPSS test is :

- a. If the significant value is greater than or equal to 0,05 ($\text{sig} \geq 0.05$), then H_0 is accepted and H_a is rejected, meaning that the variable is not significant so that the independent variable has no significant effect on the dependent variable.
- b. If the significant value is less than or equal to 0.05 ($\text{sig} \leq 0.05$), then H_0 is rejected and H_a accepted, meaning that significant so that the independent variable has a significant influence on the dependent variable.

V. Research DISCUSSION

1. The influence of the discipline on job satisfaction

To get the relationship of the discipline of job satisfaction for 0271 with the value of T-statistics 3.001 with. The value of T-statistics is greater than t table (1,98). Based on the results of the data stated that the hypothesis which states that there is the influence of discipline on the job satisfaction of the members of Polres Bondowoso proven true or H_1 is accepted.

2. The influence of the discipline on the performance of

To get the relationship of the discipline to the performance of 0.181 with the value of T-statistics 2056 is with. The value of T-statistics is greater than t table (1,98). Based on the results of the data stated that the hypothesis which states that there is the influence of the discipline on the performance of Polres Bondowoso proven true or H2 is accepted.

3. The influence of Job Satisfaction on the Performance of

Obtained the relationship of satisfaction with the performance of work by 0.287 with the value of T-statistics 3.250 with. The value of T-statistics is greater than t table (1,98). Based on the results of the data stated that the hypothesis which states that there is the influence of job satisfaction on the performance of Polres Bondowoso proven true or H3 is accepted.

4. The influence of the Commitment of the Institution to the Satisfaction of the Work

Obtained the relationship of competence on job satisfaction of 0.307 with the value of T-statistics 3.004 with. The value of T-statistics is greater than t table (1,98). Based on the results of the **data** stated that the hypothesis which states that there is influence of work commitment on job satisfaction of members of Polres Bondowoso proven true or H4 is accepted.

5. The influence of Commitment to the Institution on the Performance of

The obtained relations work competence against the performance of work by 0.228 with the value of T-statistics 2.326 with the value of T-statistics is greater than t table (1,98). Based on the results of the data stated that the hypothesis which states that there is influence of work commitment on the performance of Polres Bondowoso proven true or H5 is accepted

6. The influence of Work Motivation on Job Satisfaction

Obtained the relationship of work motivation on job satisfaction of 0.323 with the value of T-statistics 2.964 with the value of T-statistics is greater than t table (1,98). Based on the results of the **data** stated that the hypothesis which states that there are significant performance motivation on job satisfaction of members of Polres Bondowoso proven true or H6 is accepted.

7. The influence of Work Motivation on the Performance of

The obtained relationship of work motivation on the performance of 0.305 with the value of T-statistics 2.867 with the value of T-statistics is greater than t table (1,98). Based on the results of the data stated that the hypothesis which states that there is influence of work motivation on the performance of Polres Bondowoso proven true or H5 is accepted.

8. The influence of the Discipline on Performance through Job Satisfaction

The results of the analysis of the calculation of the path against the hypothesis 8 (H8) show that the magnitude of the indirect effect to the variables X1 or discipline to the Y or the performance of a through Z or satisfaction is equal to 0.078 that means that there is a positive influence indirectly X1 through Z with respect to Y of 7.8%. Or it can be interpreted that increasing the value of X1 then Y through Z indirectly will also increase

9. The influence of the Commitment of Institutions on Performance through Job Satisfaction

The results of the analysis of the calculation of the path against the hypothesis 9 (H9) show that the magnitude of the indirect effect to the variable X3 or the commitment of the institution to the Y or the performance of a through Z or job satisfaction is by 0,088 which means that there is a positive influence indirectly X3 through Z with respect to Y of 8.8%. Or it can be interpreted that increasing the value of X3 then Y through Z indirectly will also increase.

VI. Conclusion

After discussion and testing done in the previous chapter, it can be drawn conclusion as follows :

1. Discipline influence job satisfaction of Polres Bondowoso Police Member.
2. Discipline influence performance of Polres Bondowoso Police Member.
3. Job satisfaction influence performance of Polres Bondowoso Police Member.
4. Commitment of the institution influence the satisfaction of Polres Bondowoso Police Member.
5. Commitment the institution influence the performance of Polres Bondowoso Police Member.
6. Work motivation influence job satisfaction of Polres Bondowoso Police Member.
7. Work motivation influences performance of Polres Bondowoso Police Member.
8. Discipline have positive effect indirectly on performance through job satisfaction of Polres Bondowoso Police Member.
9. Commitment of the Institution have positive effect indirectly on performance through job satisfaction of Polres Bondowoso Police Member

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