

# Performance Analysis and Strategy for Improving Working Achievement in Community Services in Police Office Sector Patumbak Polrestabes Medan

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**Abstract:** The purpose of this study is to know and analyze what factors that significantly affect the low performance achievement and alternative strategies that need to be implemented in Polsek Patumbak Polrestabes Medan. Sample taken in this research is as many as 123 people and then tested data analysis by using Structure Equation Modeling (SEM). This study concludes that the results of hypothesis testing show that leadership style has significant effect on motivation, professionalism has significant effect on motivation, competence has significant effect on job satisfaction, competence has significant effect on Job Performance, Leadership Style has no significant effect on Job Satisfaction, Leadership has no significant effect on Work Achievement, Self Efficacy has no significant effect on Motivation, Self Efficacy has no significant effect on Job Satisfaction, Self Efficacy has no significant effect on Job Performance, Professionalism has no significant effect on Job Satisfaction, Professionalism has no significant effect on Job Performance, Job Satisfaction has no significant effect on Job Performance, Motivation has no significant effect on Job Performance.

## 1 INTRODUCTION

Competence is an important and important variable that must be possessed by a personnel in carrying out his work, so that with the existing competence can help a personnel to complete the work quickly and accurately in accordance with the target set by the leadership. Conversely, poor competence will make it difficult for personnel to carry out the workload they are responsible for, and this will undoubtedly result in poor performance of the personnel, which will automatically result in poor performance of Patumbak Police.

Furthermore professionalism of personnel is also urgently needed. The attitude and independence of this professionalism will be attached to the time a person is working to carry out basic tasks and functions as a member of Police Patumbak. Professional attitude of personnel is a reflection of police norms and ethics. A professionally run code of ethics will make controllers for personnel to improve the quality of their performance.

Furthermore, Self-efficacy is needed in developing the performance because with the

existence of Self Efficacy in the individual will cause confidence in his ability to complete the job given by the boss secara on time. Lee and Bobko in Engko (2008), stated that individuals who have high Self Efficacy will devote all their efforts and attention to achieve the goals and failures that occur and make the effort even more. If so, then it is very clear that when Patumbak Police personnel have Self Efficacy properties will certainly improve the performance of personnel.

Leadership is defined as the ability and skills of a person who occupies the position as a leader of the work unit to influence personnel in achieving organizational goals. If a leader has credibility and vision - missions that are inconsistent with personnel or subordinates, this will lead to lower performance by subordinates. This may be because the thoughts of the leaders and subordinates are not aligned. Therefore, it is clear that leadership is one of the most important factors in improving the performance of Police personnel Patumbak.

However, all of these factors and variables will also not be effective when they are not motivated. Whoever the leader should provide motivation to

each subordinate to achieve the desired goals. Motivation is a motivation given by the leader to encourage subordinates to have the spirit and can achieve performance in accordance with that expected by the leadership. Bad motivation is owned by subordinates will make a problem for the leadership in relation to the performance to be achieved by subordinates. When the competence, professionalism, Self Efficacy, and leadership style owned by the leadership is good, but the lack of leadership motivation, this can make the performance of subordinates become less good.

Based on the above explanation, the purpose of this study is To know and analyze the influence of Leadership Style, Self Efficacy, Professionalism, Competence to Motivation in Police Patumbak Polrestabes Medan. To know and analyze the influence of Leadership Style, Self Efficacy, Professionalism, Competence to Job Satisfaction in Patumbak Polrestabes Police Medan. To know and analyze the influence of Leadership Style, Self Efficacy, Professionalism, Competence to Job Performance in Patumbak Polrestabes Polsek Medan. To know and analyze the influence of Job Satisfaction and Motivation on Job Performance in Patumbak Polrestabes Polsek Medan.

## 2 RESEARCH METHOD

This research is a quantitative descriptive research According to Nawawi (2003) descriptive method is research methods that focus on actual problems or phenomena at the time of the research, then describe the factors about the problem being investigated as it is accompanied by the interpretation rational and accurate. Quantitative research is an approach to empirical studies to collect, analyze, and display data in numerical form rather than narrative. This research is done by survey approach.

As for the population in this study is the personnel who served in the Police Station Sector Patumbak Polrestabes Medan, which amounted to 123 people. The sampling technique used in this study is a saturated sampling technique, where the entire population becomes a sample. This technique was chosen because according to Hair, *et al* (2010) the ideal sample size for Structural Equation Modeling (SEM) is between 100 - 200 samples.

The analysis technique used in this research is Structural Equation Model (SEM) which operated through AMOS program. The reason for using SEM is that SEM is a set of statistical techniques that allows the measurement of a relatively complex set

of relationships simultaneously. A complete SEM modeling basically consists of two main parts: the Measurement Model and the Structural Model. Measurement Model or measurement model to confirm indicators of a latent variable as well as a structural model that describes the causality relationship between two or more variables. Structural Model is a model of relationship structure that forms or explains causality between factors.

This equation is formulated to express the causality relationship between the various constructs. The structural equation is basically constructed with the following guidelines:

$$\text{Motivation (Y1)} = \beta1X1 + \beta2X2 + \beta3X3 + \beta4X4 + z1 \quad (1)$$

$$\text{Job Satisfaction (Y2)} = \beta5X1 + \beta6X2 + \beta7X3 + \beta8X4 + z2 \quad (2)$$

$$\text{Job Satisfaction (Y2)} = \beta9Y1X1 + \beta10Y1X2 + \beta11Y1X3 + \beta12Y1X4 + z2 \quad (3)$$

$$\text{Working Performance (Y3)} = \beta13Y2X1 + \beta14Y2X2 + \beta15Y2X3 + \beta16Y2X4 + z3 \quad (4)$$

$$\text{Motivation (Y1)} = \beta17Y2 + z1 \quad (5)$$

$$\text{Motivation (Y1)} = \beta18Y3 + z1 \quad (6)$$

The suitability of the model is evaluated through a review of the various Goodness-Of-fit criteria. The first action is to evaluate whether the data used can meet SEM assumptions ie, sample size, Normality and linearity, Outliers, Multicollinearity and Singularity. Researchers tested using several fit indexes to measure the correctness of the proposed model. Some conformity indexes and their cut off values are used to test whether a model is accepted or rejected, ie Chi Square Statistics ( $\chi^2$ ), RMSEA (The Root Mean Square Error of Approximation), GFI (Goodness of Fit Index), AGFI (Adjusted Goodness of Fit Index), CMIN / DF, TLI (Tucker Lewis Index), CFI (Comparative Fit Index) (Arbuckle, in Ferdinand 2006).

## 3 RESULT AND DISCUSSIONS

This confirmatory factor analysis is a measurement stage against the dimensions that make up the latent variables in the research model. The latent variables or constructs used in this research model consist of 7 latent variables: Leadership Style (X1), Self Efficacy

(X2), Professionalism (X3), Competence (X4), Motivation (Y1), Job Satisfaction (Y2) and Work Achievement (Y3) with an overall number of dimensions of 28. As with the usual factor analysis, the purpose of the confirmatory factor analysis is to test the unidimensionality of the constituent dimensions of each latent variable. In other words that Confirmatory Factor Analysis for testing the analysis of validity and reliability. The result of the validity test of the indicator meets the criteria if the value of Critical Ratio (CR) is greater than 1,96 ( $CR > 1,96$ ), with Probability level less than 0.05 ( $P < 0,05$ ). Construct Reliability value sebeslebih larger than the value of 0.7 it can be concluded that all collisions on latent variables in this study is feasible to use.

In testing this outlier is done by looking distance Mahalanobis (Mahalanobis Distance). In viewing the Mahalanobis distance on each observation can be calculated based on the Chi-Square value in the Mahalanobis table. To detect the outlier data can see the comparison between the Chi-Square-count values in the Mahalanobis table with the Chi-Square-table values. Data is declared free outlier if  $Chi-Square-count < Chi-Square-table$  at p level  $< 0.05$ . The value of Chi-Square-table at degrees of freedom of 28 (indicator) at the level of  $p < 0.05$  is known is 41.337.

The lowest value of Chi-Square-counted Mahalanobis is 21.488 with probability level is 0.804 while the highest value is 41.299 with a probability level of 0.051. It is known that the value of Chi-Square-table is 31,337. Thus it can be concluded that Chi-Square-counts Mahalanobis  $<$  from Chi-Square-table with a probability level smaller than 0.05. So in this outlier test there is no data that have outlier with other words no data should be eliminated.

In the univariate normality test, C.R. in Skewness each data is seen value one by one, if not its value outside of  $\pm 2,58$  hence data expressed not normal. Univariate data abnormality however can be ignored if the value of C.R. on Skewness is between  $\pm 2.58$  multivariate. The value of C.R. on Skewness both univariate and multivariate. Univariate note that the data PK6 is -2,619, PK2 is -2,619, KK2 is -4.643, when compared with the value of C.R. on a standard Skewness of  $\pm 2.58$  univariate all three data is experiencing data abnormality. But if seen from Multivariate known value of C.R. in Skewness is sebaasr 0.945 the value is between the values of C.R. on a standard Skewness of  $\pm 2.58$  so it can be concluded that all data has been normally distributed by ignoring univariate testing.

Based on the results of the multicollinearity test on this research model it is known that the Determinant of Sample Covarians Matrix value is 1,217. From the results it is known that the value of Determinan of Sample Covarians Matrix away from zero so it can be concluded that the combination of variables in the research model is not exposed to problems multikolineritas in other words that every variable of research that make up the model is variabelayang has singularity.

Analysis of data processing result on Goodness of fit Model Structure Equation Modeling must be in accordance with Goodness of fit testing standard Model Structure Equation Modeling which can be seen as in the following table:

Table 3: Goodness of fit Index.

No	Goodness of fit Index	Cut of Value
1	Chi Square	$\leq Chi\ Square-table\ pada\ sig.\ 5\% (0.05)$
2	Probabilitas	$> 0,05$
3	CFI	$> 0.95$
4	TLI	$> 0.90$
5	GFI	$> 0.90$
6	RMSEA	$< 0,08$

It is known that the Goodness of fit Index can be tested Goodness of fit Model Structure Equation Modeling in this study. It shows that Chi Square value is 568,288. If compared with Chi Square-table with degrees of freedom (df) 330 is 373,363 it is concluded that  $Chi\ Square-count > Chi\ Square-table$  ( $568,288 > 373,363$ ) so it is concluded that Goodness of fit Index on the Chi Square value of the unknown model is not fit. If the test of Goodness of fit Index using probability level is known that test probability value is 0.000 value is smaller than 0.05 ( $p < 0,05$ ) so it can be concluded that Goodness of fit Index test on probability value side known that model not fit yet.

Based on the test results, it is known that the Goodness of fit Chi Square and Probability test do not meet the assumption of fit model, therefore, it is necessary to modify the model. The modification recommendation shows on the model to produce a Goodness of fit Index test in accordance with the Cut of Value assumption required by the test. Therefore, it is necessary to modify the model in this study. However not all that is recommended will be used.

Based on the results of modifications to the model, Chi Square value-count is 337,364. When

compared with the value of Chi Square-table with degrees of freedom (df) 308 of 349.929 it is concluded that Chi Square-count <Chi Square-table (337,364 <349,929) so it is concluded that the test of Goodness of fit Index on the value side of Chi Square is known that the fit model.

If the test of Goodness of fit Index using probability level is known that probability value of test is equal to 0,120 the value is bigger than 0.05 ( $p > 0,05$ ) so it can be concluded that Goodness of fit Index test on probability value side known that fit model.

If the Goodness of fit Index test using the RMSEA value is known that the RMSEA value is 0.028. When compared to Cut of Value RMSEA value (0,08) it is known that RMSEA value is smaller than CMS value of 0.031 <0.08) so it can be concluded that Goodness of fit Index test on RMSEA value side known that model fit.

After all assumptions can be met, then will be tested hypothesis as proposed in the previous chapter. Testing this hypothesis is seen based on the following table:

Based on results, it can be tested hypothesis as follows:

1. The Leadership Probability Values influence Motivation is 0.001. Probability value is smaller than 0.05 ( $0.001 < 0.05$ ) so it can be concluded that the style of leadership has a significant effect on Motivation. The amount of influence of Leadership Style influence Motivation is indicated by Estimation value of 0.327. This means that any change in leadership style of a certain unit will increase the motivation of Polsek Patumbak Polrestabes Medan personnel by 32.7%. Certainly the magnitude of Leadership Style affects Motivation is very dominant than other variables.
2. Value of Probability Self Efficacy affect Motivation is equal to 0.626. Probability value is greater than 0.05 ( $0.626 > 0.05$ ) so it can be concluded that Self Efficacy has no significant effect on Motivation. The amount of Self Efficacy influence Motivation is indicated by the estimated value of 0.090. This means that any change in Self Efficacy for a certain unit will increase personnel motivation Polsek Patumbak Polrestabes Medan by 9%. The effect of elf Efficacy on motivation is very low.
3. Probability Value Professionalism affects Motivation is 0.041. Value Probability is smaller than 0.05 ( $0.041 > 0.05$ ) so it can be concluded that Professionalism has a significant effect on Motivation. The amount of Professionalism

influences Motivation is indicated by the Estimated value of 0.212. This means that any change in Professionalism for a certain unit will increase personnel motivation Polsek Patumbak Polrestabes Medan by 21.2%. Viewed the magnitude of the influence of Professionalism on motivation is high enough.

4. Value Probability Competence affect Motivation is equal to 0.019. Probability value is smaller than 0.05 ( $0.019 > 0.05$ ) so it can be concluded that the Competence has a significant effect on Motivation. The amount of Competence affecting Motivation is indicated by the Estimated value of 0.409. This means that any change in the Competence of a certain unit will increase the motivation of Polsek Patumbak Polrestabes Medan personnel by 40.9%. Viewed the magnitude of influence Competence to motivation is high enough.
5. The Leadership Probability Values affect Job Satisfaction is 0.054. Probability value is greater than 0.05 ( $0.054 > 0.05$ ) so it can be concluded that the style of leadership has no significant effect on Job Satisfaction. The amount of Leadership Style affects Job Satisfaction is indicated by the estimated value of -0.208. This means that any change in Leadership Style for a certain unit will decrease Job Satisfaction of Polsek Polrestabes Polsek Medan personnel by 20.8%. Viewed the influence of Style Leadership on Job Satisfaction is quite low.
6. Value of Probability Self Efficacy affect Job Satisfaction is 0.794. Probability value is greater than 0.05 ( $0.794 > 0.05$ ) so it can be concluded that Self Efficacy has no significant effect on Job Satisfaction. The amount of Self Efficacy affect Job Satisfaction is indicated by the estimated value of 0.055. This means that any change in Self Efficacy for a certain unit will increase the Job Satisfaction of Polsek Polrestabes Medan Police personnel by 5.5%. Seen the influence of Self Efficacy to Job Satisfaction is very low.
7. Probability Value Professionalism affects Job Satisfaction is 0.654. Value Probability is greater than 0.05 ( $0.654 > 0.05$ ) so it can be concluded that Professionalism has no significant effect on Job Satisfaction. The amount of Professionalism affect Job Satisfaction is indicated by the estimated value of 0.051. This means that any change in Professionalism of a certain unit will increase Job Satisfaction of Polsek Polrestabes Polrestabes Medan personnel by 5.1%. Seen the magnitude of the influence of Professionalism on Job Satisfaction is very low.

8. Value Probability Competence affect Job Satisfaction is equal to 0.014. Probability value is smaller than 0.05 ( $0.014 < 0.05$ ) so it can be concluded that the Competence has a significant effect on Job Satisfaction. The amount of Competence affect Job Satisfaction is indicated by the value of Estimation of 0.459. This means that any change in the Competence of a certain unit will increase Job Satisfaction of Polsek Polrestabes Pol Medan personnel by 45.9%. Viewed the magnitude of the influence of Competence to Job Satisfaction is quite high.
9. The Probability Value of Leadership Style influences Job Performance is 0.054. Value Probability is greater than 0.05 ( $0.054 > 0.05$ ) so it can be concluded that the style of leadership has no significant effect on Job Performance. The amount of Leadership Style affecting Job Performance is indicated by the estimated value of 0.183. This means that any change in Leadership Style for a certain unit will increase the Work Achievement of Police Officer Patumbak Polrestabes Medan by 18.3%. Viewed the influence of the Leadership Style on Low Work Achievement.
10. The Probability Value of Self Efficacy Affects Job Performance is 0.716. Probability value is greater than 0.05 ( $0.716 > 0.05$ ) so it can be concluded that Self Efficacy has no significant effect on Job Performance. The amount of Self Efficacy affecting Work Performance is indicated by the estimated value of 0.057. This means that any change in Self Efficacy for a certain unit will increase the Job Performance of Polsek Polrestabes Polrestabes Medan personnel by 5.7%. Viewed the effect of Self Efficacy on Low Work Achievement.
11. Probability Value Professionalism Affects Job Performance is 0.096. Probability value is greater than 0.05 ( $0.096 > 0.05$ ) so it can be concluded that Professionalism has no significant effect on Job Performance. The amount of Professionalism affecting Job Performance is indicated by the estimated value of 0.146. This means that any change in Professionalism of a certain unit will increase the Working Performance of Polsek Polrestabes Medan Police personnel by 14.6%. Seen the magnitude of the influence of Professionalism on Job Performance is quite low.
12. Probability Values Competence affect Job Performance is equal to 0.017. Probability value is smaller than 0.05 ( $0.017 < 0.05$ ) so it can be concluded that the Competence has a significant effect on Job Performance. The amount of

Competence affecting Job Performance is indicated by the estimated value of 0.454. This means that any change in the Competence of a certain unit will increase the Job Performance of Polsek Polrestabes Polsek Medan personnel by 45.4%. Viewed the magnitude of the influence of Competence on Job Performance is high enough.

13. Probability Value of Job Satisfaction affect Job Performance is 0.225. Value Probability is greater than 0.05 ( $0.225 > 0.05$ ) so it can be concluded that Job Satisfaction has no significant effect on Job Performance. The amount of Job Satisfaction affecting Job Performance is indicated by the estimated value of 0.120. This means that any change in Job Satisfaction of a certain unit will increase the Job Performance of Polsek Polrestabes Polsek Medan personnel by 12%. Seen the influence of Job Satisfaction on Job Performance is low.
14. Probability Value Motivation Affect Job Performance is 0.259. Probability value is greater than 0.05 ( $0.259 > 0.05$ ) so it can be concluded that motivation has no significant effect on Job Performance. The amount of Motivation affecting Job Performance is indicated by the estimated value of 0.150. This means that any change in Motivation for a certain unit will increase the Working Performance of Polsek Polrestabes Polsek Medan personnel by 15%. Seen the influence of Job Satisfaction on Job Performance is low.

The next analysis is to know the magnitude of indirect effect of an exogenous variable on endogenous variable through mediator variable. The purpose of this analysis to determine the role of an exogenous variable indirectly to endogenous variables because of the variables mediator. This analysis uses the Sobel Test method obtained through the following website <https://www.danielsoper.com/statcalc/calculator.aspx?id=31>. The results of indirect effect analysis on this research as follows:

1. The Indirect Influence of Leadership Style on Work Performance
  - a. The result of Sobel Test analysis shows that the probability value of significance is 0.305 greater than 0.05 ( $0.305 > 0.05$ ) with the estimated value of the indirect effect of -1.026. This gives an illustration that the Leadership Style has an insignificant indirect influence on Job Performance when Job Satisfaction as a mediator variable. This means that the role of Leadership Style affect the performance of personnel because of the

- existence of Job Satisfaction is almost non-existent.
- b. Results of Sobel Test analysis revealed that the probability value of significance is 0.286 greater than 0.05 ( $0.286 > 0.05$ ) with the estimated value of the indirect effect of 1.066. This suggests that the Leadership Style has an insignificant indirect effect on Job Performance when Motivation is a mediator variable. It means that the role of Leadership Style influences the work performance of personnel because of the almost non-existent motivation.
2. Indirect Effects of Self Efficacy on Job Performance
    - a. The result of Sobel Test analysis shows that the probability value of significance is 0.797 greater than 0.05 ( $0.797 > 0.05$ ) with the estimated value of the indirect effect of 0.257. This gives an illustration that Self Efficacy has an insignificant indirect effect on Job Performance when Job Satisfaction as a mediator variable. This means that the role of Self Efficacy affect the performance of personnel because of the existence of Job Satisfaction is almost non-existent.
    - b. The result of Sobel Test analysis shows that the probability value of significance is 0.655 greater than 0.05 ( $0.655 > 0.05$ ) with the estimated value of the indirect effect of 0.447. This suggests that Self Efficacy has an insignificant indirect effect on Job Performance when Motivation as a mediator variable. This means that the role of Self Efficacy affects the performance of personnel because of the motivation is almost non-existent.
  3. Indirect Effect of Professionalism on Job Performance
    - a. The result of Sobel Test analysis revealed that the probability value of significance is 0.672 greater than 0.05 ( $0.672 > 0.05$ ) with the estimated value of the indirect effect of 0.423. This provides an illustration that Professionalism has an insignificant indirect influence on Job Performance when Job Satisfaction as a mediator variable. This means that the role of Professionalism affects the performance of personnel because of the existence of Job Satisfaction is almost non-existent.
    - b. The result of Sobel Test analysis revealed that the probability value of significance is 0.324 is greater than 0.05 ( $0.324 > 0.05$ ) with

the estimated value of the indirect effect of 0.987. This gives an illustration that Professionalism has an insignificant indirect influence on Job Performance when Motivation as a mediator variable. This means that the role of Professionalism affects the performance of personnel because of the existence of motivation is almost non-existent.

4. Indirect Impact of Competence on Work Performance
  - a. The result of Sobel Test analysis found that the probability value of significance is 0.277 greater than 0.05 ( $0.277 > 0.05$ ) with the estimated value of the indirect effect of 1.087. This gives an idea that Competence has an indirect effect that is not significant on Job Performance when Job Satisfaction as a mediator variable. This means that the role of Competence affects the performance of personnel because of the existence of Job Satisfaction is almost non-existent.
  - b. The result of Sobel Test analysis revealed that the probability value of significance is 0.310 greater than 0.05 ( $0.310 > 0.05$ ) with the estimated value of the indirect effect of 1.016. This gives an idea that Competence has indirectly indirect effect on Job Performance when Motivation as mediator variable. This means that the role of Competence affects the performance of personnel because of the existence of motivation is almost non-existent.

## 4 CONCLUSIONS

Leadership style has a significant effect on Motivation. The amount of influence of Leadership Style affect the Motivation is 0.327. This means that any change in leadership style of a certain unit will increase the motivation of Polsek Patumbak Polrestabes Medan personnel by 32.7%.

Professionalism has a significant effect on Motivation. The amount of Professionalism affecting Motivation is 0.212. This means that any change in Professionalism for a certain unit will increase personnel motivation Polsek Patumbak Polrestabes Medan by 21.2%.

Competence has a significant effect on Motivation. The amount of Competence affect Motivation is 0.409. This means that any change in the Competence of a certain unit will increase the

motivation of Polsek Patumbak Polrestabes Medan personnel by 40.9%.

Competence has a significant effect on Job Satisfaction. The amount of Competence affect Job Satisfaction is 0.459. This means that any change in the Competence of a certain unit will increase Job Satisfaction of Polsek Polrestabes Pol Medan personnel by 45.9%. Viewed the magnitude of the influence of Competence to Job Satisfaction is quite high.

Competence has a significant effect on Job Performance. The amount of Competence affecting Job Performance is 0.454. This means that any change in the Competence of a certain unit will increase the Job Performance of Polsek Polrestabes Polsek Medan personnel by 45.4%. Viewed the magnitude of the influence of Competence on Job Performance is high enough.

Leadership style has no significant effect on Job Satisfaction. The amount of Leadership Style affect Job Satisfaction is equal to -0.208. This means that any change in Leadership Style for a certain unit will decrease Job Satisfaction of Polsek Polrestabes Polsek Medan personnel by 20.8%. Viewed the influence of Style Leadership on Job Satisfaction is quite low.

Leadership style has no significant effect on Job Performance. The amount of Leadership Style affects Job Performance is 0.183. This means that any change in Leadership Style for a certain unit will increase the Work Achievement of Police Officer PatumbakPolrestabes Medan by 18.3%. Viewed the influence of the Leadership Style on Low Work Achievement.

Self Efficacy has no significant effect on Motivation. The amount of Self Efficacy influence motivation is equal to 0.090. This means that any change in Self Efficacy for a certain unit will increase personnel motivation Polsek Patumbak Polrestabes Medan by 9%. The effect of elf Efficacy on motivation is very low.

Self Efficacy has no significant effect on Job Satisfaction. The amount of Self Efficacy affect Job Satisfaction is equal to 0.055. This means that any change in Self Efficacy for a certain unit will increase the Job Satisfaction of Polsek Polrestabes Medan Police personnel by 5.5%. Seen the influence of Self Efficacy to Job Satisfaction is very low.

Self Efficacy has no significant effect on Job Performance. The amount of Self Efficacy affect Job Performance is equal to 0.057. This means that any change in Self Efficacy for a certain unit will increase the Job Performance of Polsek Polrestekes

Polrestabes Medan personnel by 5.7%. Viewed the effect of Self Efficacy on Low Work Achievement.

Professionalism has no significant effect on Job Satisfaction. The amount of Professionalism affect Job Satisfaction is of 0.051. This means that any change in Professionalism of a certain unit will increase Job Satisfaction of Polsek Polrestekes Polrestabes Medan personnel by 5.1%. Seen the magnitude of the influence of Professionalism on Job Satisfaction is very low.

Professionalism has no significant effect on Job Performance. The amount of Professionalism affects Job Performance is equal to 0.146. This means that any change in Professionalism of a certain unit will increase the Working Performance of Polsek Polrestabes Medan Police personnel by 14.6%. Seen the magnitude of the influence of Professionalism on Job Performance is quite low.

Job Satisfaction has no significant effect on Job Performance. The amount of Job Satisfaction Affects Job Performance is equal to 0.120. This means that any change in Job Satisfaction of a certain unit will increase the Job Performance of Polsek Polrestabes Polsek Medan personnel by 12%. Seen the influence of Job Satisfaction on Job Performance is low.

Motivation has no significant effect on Job Performance. The amount of Motivation affect Job Performance is equal to 0.150. This means that any change in Motivation for a certain unit will increase the Working Performance of Polsek Polrestabes Polsek Medan personnel by 15%. Seen the influence of Job Satisfaction on Job Performance is low.

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