

# THE INFLUENCE OF PROFESSIONAL COMPETENCE, DISCIPLINE, AND WORK TOWARDS THE CLIMATE PERFORMANCE OF THE POLICE IN HANDLING CRIMINAL CASES IN POLDA GORONTALO

**Budi Satriyo**

*Indonesia Police Department of Gorontalo*

Email: budisatrio885@gmail.com

## **Abstract**

Police performance is influenced various factors, including the professional competence of the Police, Work Discipline and Climate Work, besides also many other factors outside varabel above. The issue rumumsan this study include: 1. Is there a direct influence on the performance of the police professional competence in handling criminal cases at Polda Gorontalo, 2. Is there a direct influence on the performance of police work discipline in handling criminal cases at Polda Gorontalo. 3. Is there a direct influence on the performance of police work climate in handling criminal cases at Polda Gorontalo. 4. Is there a direct influence on the climate of professional competence in handling police work criminal cases in Gorontalo Police. 5. Is there a direct influence on the professional competence in handling labor discipline police criminal cases in Gorontalo Police, and 6. Is there a direct influence on the climate of labor discipline police work in handling criminal cases at Polda Gorontalo.

This study conducted in Gorontalo Police with jumpal sample as many as 97 members of the Police Polda Gorontalo, this study uses Path Analysis, while the results of this study include: 1. There is a direct influence on the performance of the police professional competence in handling criminal cases at Polda Gorontalo, 2. There is a direct influence on the performance of police work discipline in handling criminal cases at Polda Gorontalo, 3. There is a direct influence on the performance of police work climate in handling criminal cases at Polda Gorontalo, 4. There is a direct influence on the climate of professional competence in handling the police work in the criminal case Police Gorontalo, professional competence 5. Terdapat direct influence on the discipline of police work in handling criminal cases at Polda Gorontalo, 5. There is a direct influence on the climate of labor discipline police work in handling criminal cases at Polda Gorontalo.

**Keywords:** Police Performance, Professional Competence, work Discipline and Climate Work

## **I. Introduction**

Human resources is the most important National asset, either run the reform as well as in realizing the purpose of Act No. 2 of 2002 on State police of the Republic of Indonesia. Article 21 paragraph 2 describes a "Coaching members of State police of the Republic of Indonesia include provision, education, deployment, maintenance and termination of the Service.

The deployment of forces of the national police is an asset of Human Resources do not experience shrinkage qualities when developed on an ongoing basis and managed effectively and efficiently. The quality and quantity of Human Resources is a determining factor for the successful implementation of the tasks entrusted to the national police. For the sake of the success of the implementation of tasks, it needs to be revamping the system patterns of caregiving to create sync, synergy, and consistency of parenting life.

Currently the national police Institution is undergoing a range of exams in the life of nation and State as members of the relevant case law up to the results of the Research Institute survey

showed the rate of public confidence towards the institutions of the national police is getting plunged in value.

In order to support the achievement of the goal of the national police that is setting up a professional national police members and has a personality and a positive mental attitude in accordance with the demands of the society with the new paradigm toward civilian police organized on the basis of the values contained in the code of practice on Police Discipline, Tri Brata Prasetya and chess as well as other provisions that apply to members of the national police. To shape the personality of the mental attitude of members of the national police, commendable and law-abiding needed nurturing since in an institution, for the establishment and development need to be strived continuously by putting the attitude and personality of the character education as the basis for the formation of personality, mental attitude because it will dye the performance and behavior of the members of the national police in both limited and in everyday life in a society.

The success of the implementation of the Republic of Indonesia national police in maintaining security and order of society, enforce the law, and protect, the trial and serve the community, other than determined by the quality of the technical knowledge and skills the high police is very commendable behavior is determined by each Member State police of the Republic of Indonesia in the middle of the community.

In order to embody those personality traits, each Member of the State police of the Republic of Indonesia in carrying out duties and authority are always compelled to live up to and animates the police profession ethics is reflected in attitudes and behavior, so that spared from the Act despicable and abuse of authority.

The ethics of the profession of policing is the crystallization of values which is based on Tribrata and imbued by Pancasila and reflect the identity of each Member of the State police of the Republic of Indonesia in the form of a moral commitment which covers on devotion, institutional and State, further organized into Disciplines on the code of ethics of the profession police Republic of Indonesia.

Ethics is a moral commitment dedication to every Member of the State police of the Republic of Indonesia against his profession as custodians of the public order and security, law enforcement and protective, save and servants of the community.

Institutional ethics is a moral commitment to every Member of the State police of the Republic of Indonesia against their home institution that becomes the container of devotion which deserves a high esteem as a bond born of all inner man Bhayangkara and all dignity and honour.

State Ethics is a moral commitment to every Member of the State police of the Republic of Indonesia and all its institutions to keep being neutral, independent and not influenced by political interests, the legal force in order to keep the State unity of the Republic Indonesia.

Discipline on the code of ethics of the profession of police of the Republic of Indonesia is morally binding, the attitude and behaviour of any member of the Police.

Breach of Discipline on the code of ethics of the profession of police of the Republic of Indonesia should be responsibility before a disciplinary Commission Hearing on the code of ethics of the profession of police of the Republic of Indonesia to the exaltation of the police profession.

Discipline on the code of ethics of the profession of police of the Republic of Indonesia can apply also to all the organizations that run the function of Police in Indonesia. The ranks of the Police (Police RI) RI is committed to continue to run the bureaucratic reform. On the 60th anniversary of Bhayangkara 63 on July 1, 2009, Assistant General Bambang Hendarso Danuri Pol. insists that reform of the bureaucracy was needed to strengthen the image of the police firmly and humanist as a basis for building a partnership in both the order of local, national, regional, and global. All that needs to be done because the Police are aware of the challenges ahead is getting heavy. That's a challenge that must be answered by the national police since officially separated from the Indonesia National Army in accordance with presidential instruction No. 2 of 1999 and The Ordinance Of The People's Consultative Assembly number 6 in 2000 about the separation of the Police from the Indonesia National Army, Reinforced Also by The Ordinance of The People's Consultative Assembly Number 7 In 2000 Regarding The Role of Indonesia National Army and The Police of The Republic of Indonesia . The instrumental and structural aspects of, the national police already done considerable improvements in the development of the national police, as has been achieved so far. While the cultural aspect in the body of the national police, Police admit still needs revamping because not walk according to the wishes and expectations of the community at large. Therefore, police set grand strategy phase I by building public confidence (trust building) which is part of a large portrait of bureaucratic reforms which have been initiated by the Government on 30 January 2009 and as mandated law No. 17 of 2007.

Program Quick Wins for the community is a series of bureaucratic reform aims to provide police services to the community with the flagship program includes four. In between quick response aka quick response against the report and community service, transparent service vehicle registration and driver's license, registration, police criminal acts, as well as the transparency of the management of the recruitment of members of the national police. While the accelerated reform of the national police is getting prosecuted due to the demands of change and the magnitude of the challenge of the task at hand. Thus, the necessary acceleration in revamping the national police includes three programs, namely sustainability program (sustainability programs), the quality of performance improvement program, and a commitment to the organization. In line with the commitments that have been initiated during the year 2009 the national police have been putting significant achievements on structural aspects, instrumental, and culturally. On structural aspects related to the reform of the bureaucracy, the Police have conducted a restructuring of the organization. "Starting from the level of the National Police Headquarters to police region level. Because of the direct contact with the public, the Ministry strengthened at police part region and police region, then Police. This is done so that the service can be done in a comprehensive and spreads. As for factors – factors that can affect the performance of the national police in the police among other factors the discipline of work, Work Discipline factor is the first factor that can affect the performance or whether a good Police Work, discipline is attempts a Police to influence defendant to follow what is commanded the Police so that the Police obtained information the better. Another factor that is working the Police discipline factor, if the Police discipline either of time or material police part region accordance with protap will impact on the increased

performance of the national police in the police force. Other factors, namely the working Climate factors, the professional competence of the work of the police, and fighting power factors in the handling of the case.

## I. The results of the research and discussion

### A. Description of Data Research Results

Description of the data presented in this section include data variable performance of the national police (y) as a Professional, the competence of endogenous variables (X 1) as the exogenous variable is assumed to occur because the causes of outside models. Other Climate variables endogenous work (X 2) and discipline work (X 3). Theoretically know that police Performance variables (Y) has a maximum score of 110 and a minimum score of 22 with a range of Professional Competency, 88 (X 1) has a maximum score of 70 and score a minimum of 14 with a span of 58, Disciplined work (X 2) has a maximum score of 75 and score a minimum of 15 with a span of 60, and the climate of the workplace (X 3) has a maximum score of 90 and score a minimum of 18 with range of 72. Description of data research results for each variable are presented as follows:

#### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
The Professional Competence Of Police	97	37.00	57.00	48.5361	5.08073
The Discipline Of Police Work	97	39.00	61.00	51.5567	5.39670
Police Work Climate	97	47.00	77.00	62.3299	6.10451
The Performance Of The National Police	97	59.00	91.00	76.0309	6.44440
Valid N (listwise)	97				

#### a. The Performance of the National Police

Based on data obtained in field then processed statistically obtained that police Performance has a variable the value of the average (mean) of 76.03 with raw 6.44 Byway. Furthermore based on complete data on the attachment obtained the maximum score and the score 91 59 minimum, so the range of score is 60. The distribution of the data from the performance of the police as in the table below

**Table 4.1 :**

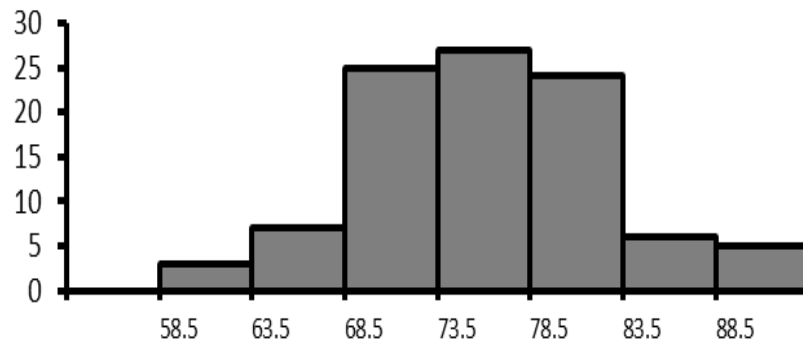
#### Frequency Distribution Score The Performance of police

Interval	Frequency	Frequency	Frequency
Class	Absolute	Relative %	Cumulative

59 - 63	3	3.09	3.09
64 - 68	7	7.22	10.31
69 - 73	25	25.77	36.08
74 - 78	27	27.84	63.92
79 - 83	24	24.74	88.66
84 - 88	6	6.19	94.85
89 - 93	5	5.15	100.00
The total	97	100.00	

Table 4.1 above illustrates that the spread of the variable-frequency performance of the national police is a symmetric curve. This is shown by the score of the median and mode that approximates the average. Distribution table frekuanesi Performance above the national police showed that there were 27.84% of respondents in the group average, 36.08% were above the average of the group, and the 36.08% under the average.

The spread of the distribution of the score variable is the performance of the national police, shown in Figure 4.1 the following.



Gambar 4.1

Histogram Variabel performance of The Police of The Republic of Indonesia

a. Professional Competence

Based on data obtained in the field and then processed statistically obtained Professional Competency variables that have an average value of 48.54 with raw 5.08 Byway. Based on the complete data on the attachment obtained the maximum score and score a minimum of 57 37, so the range of score is 20. Data distribution of Professional Competence such as in the table below.

Tabel 4.2

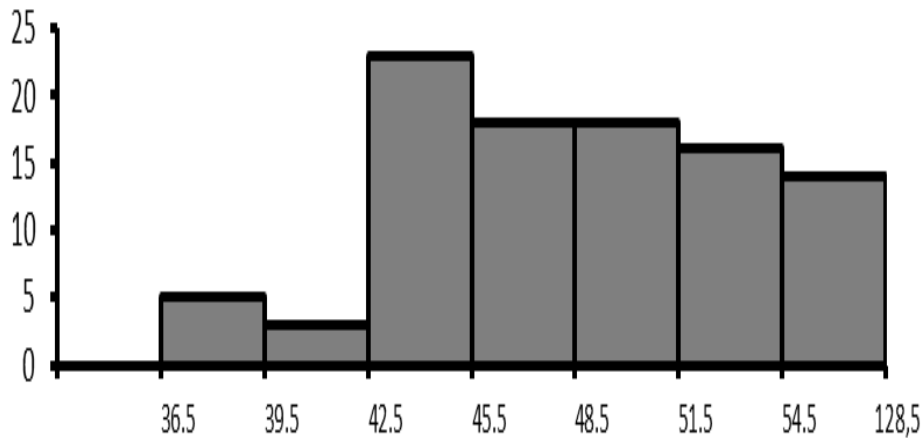
Professional Competency Score Frequency Distribution

Interval	Frequency	Frequency	Frequency
Class	Absolute	Relative %	Cumulative
37 - 39	5	5.15	5.15
40 - 42	3	3.09	8.25

43	-	45	23	23.71	31.96
46	-	48	18	18.56	50.52
49	-	51	18	18.56	69.07
52	-	54	16	16.49	85.57
55		57	14	14.43	100.00
The total			97	100.00	

Table 4.2 above illustrates that the dissemination of Professional Competence is variable-frequency curve is symmetrical. This is shown by the score of the median and mode that approximates the average. Distribution table frekuanesi Performance above the national police showed that there were 18.58% of respondents in the group average, 16 (24.24) located above the group average, and 10 (15.15) below average.

The spread of the distribution variable Professional Competency score shown in Figure 4.2 following.



Gambar 4. 2.

Histogram Variable Professional Competence

### b. The Discipline of Work

Based on data obtained in the field and then processed statistically obtained variable work Discipline that has the average value of 51.56 with raw 5.39 Byway. Based on the complete data on the attachment obtained the maximum score minimum score is 39 and 61, so the range of score is 29. Data distribution of the work discipline as in the table below.

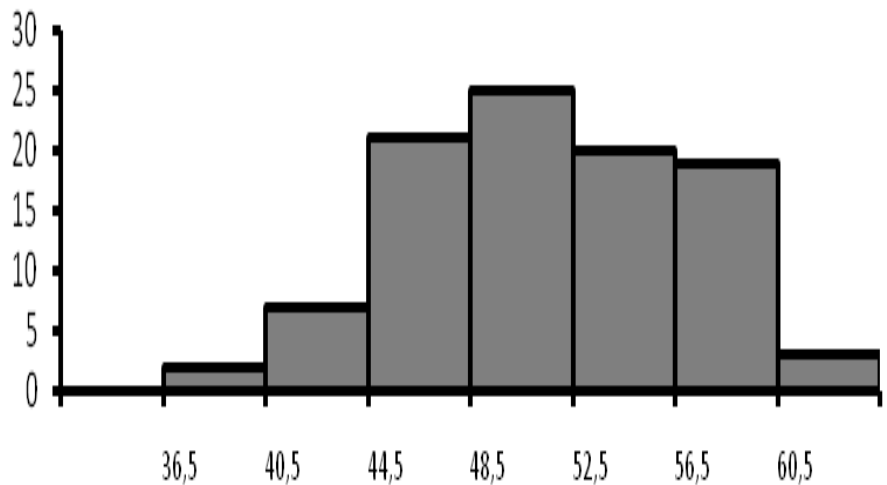
**Table 4.3**

**Frequency Distributing Score work Discipline**

Interval	Frequency	Frequency	Frequency
Class	Absolute	Relative %	Commulative
37 - 40	2	2.06	2.06
41 - 44	7	7.22	9.28
45 - 48	21	21.65	30.93
49 - 52	25	25.77	56.70
53 - 56	20	20.62	77.32
57 - 60	19	19.59	96.91
61 - 64	3	3.09	100.00
The Total	97	100.00	

Table 4.3 above illustrates that the dissemination of the work Discipline is variable-frequency curve is symmetrical. This is shown by the score of the median and mode that approximates the average. Distribution table frekuanesi Performance above the national police showed that there were 25.77% of respondents in the group average, 43.3% were above the average of the group, and the 30.93% under the average.

The spread of the distribution variable work Discipline score is shown in Figure 4.3 the following.



Gambar 4.3  
Histogram Variable Labor Discipline

c. The Worken Climate

Based on data obtained in the field and then processed statistically obtained a work Climate variables that have an average value of raw Byway with 62.33 6.10. Based on the complete data on the attachment obtained the maximum score 77 and score a minimum of 47, so the range of score is 30. Data distribution of a work Climate as in the table below.



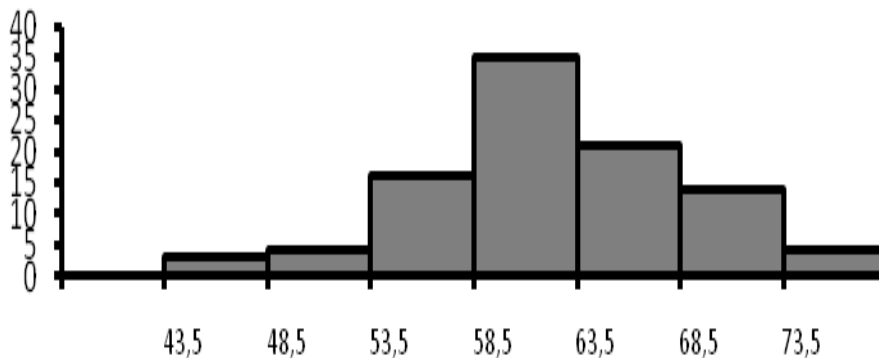


**Tabel 4.4**  
**Frequency Distribution Score Work Climate**

Interval	Frequency	Frequency	Frequency
Class	Absolute	Relative %	Cumulative
44 - 48	3	3,09	3,09
49 - 53	4	4,12	7,22
54 - 58	16	16,49	23,71
59 - 63	35	36,08	59,79
64 - 68	21	21,65	81,44
69 - 73	14	14,43	95,88
74 - 78	4	4,12	100,00
The total	97	100,00	

Table 4.4 above illustrates that the dissemination of the Work Climate is variable Frequency curve is symmetrical. This is shown by the score of the median and mode that approximates the average. Distribution table frekuanesi Performance above the national police showed that there were 36.08% of respondents in the group average, 40.21% were above the average of the group, and was 23.71% under the average.

The spread of the distribution variable work Discipline score is shown in Figure 4.4 the following.



Pictures 4.4

Histogram Variable Climate Work

## II. Testing Requirements Analysis

Requirements need to be met prior to testing the hypothesis that is research data have a normal distribution and the linear relationship between the variables. So do the testing requirements include: analysis of the regression Test and Linieritas test of Normality of error estimates. This is done because the hypothesis testing using the techniques of statistical analysis parametric path analysis (path analysis)

requires some conditions so that the data can be further processed, thus providing a better estimation results. Path analysis was the relationship between variables in the model should be linear so that these requirements meet the requirements of regression analysis.

**1. Linieritas Regression Tests**

Linieritas test is meant to see if the relationship Y with Xi addressed by simple regression equations  $\hat{Y} = a + bXi$ ,  $i = 1, 2, 3$ , are linear or non linear. Linieritas testing the regression equation calculation beginning with regresi, followed by calculation of the significance of the regression equation regression testing and linieritas. Kriteri tests for regression equation is signifkansi if  $F_{hitung} > F_{tabel}$  on level of significance  $\alpha = 0.05$  significant regression equation is then. Linear regression model of testing criteria if  $F_{count} < F_{(1-\alpha)}(k-2, n - k)$  significance level  $(1-\alpha) = 0.05$ , dk numerator = k-2 and dk denominator = n-k, then declared that the regresinya are linear equations.

Based on data on the attachment 3 obtained the test results as follows:

**a. Linearity regression in the performance of the national police (Y) up Job Discipline Style (X 1)**

Based on the results of a simple regression calculation to the influence of the working Discipline style against the performance of the police obtained at constant (a) amounting to 40.22 and (b) the regression coefficient of 0.74. Of the value of the regression coefficients and constant then the regression equation can be written to the influence of the working Discipline style against the performance of the national police was  $\hat{y} = 40.22 + 0,74x1$ . The results of the regression equation linieritas test calculations are presented in the table analysis of variance (anava) as seen in the following table.

Table 4.5

Analysis of variance table for Linieritas Regression

The performance of the national police against Disciplinary Style of work

**Anova Table**

	Mean Square	F
Kinerja The Police of The Between Groups (Combined) Republic of Indonesia *	100.284	3.710
Kompetensi Profesional The Linearity Police of The Republic of Indonesia	1349.011	49.903
Deviation from Linearity	30.910	1.143
Within Groups	27.033	

Based on table 4.5 known value of 49.90  $F_{hitung}$  whereas the value  $F_{tabel}$  on error rate  $\alpha = 0.05$  is 3.99. Because the value of  $F_{hitung} > F_{tabel}$  then the regeri equations are very significant. Linieritas regression test results show that the value of the  $F_{hitung}$  of 1.43, while a value of  $F_{tabel}$  on the error rate  $\alpha = 0.05$  is 1.82. This indicates that the regression equations for the variable performance of the national policE over the linear nature of the Work Discipline style.

**b. Linearity regression in the performance of the national police (Y) of the discipline of work (X 2)**

Simple regression calculation results data influence the discipline Work against the performance of the police obtained at constant (a) of the regression coefficients and 38.32 (b) amounted to 0.73. of the value of the regression coefficients and constant then the regression equation can be written Work against Climate influences the performance of the national police was  $\hat{Y} = 38.32 + 0.73 \times 2$ . The results of the regression equation linieritas test calculations are presented in the table analysis of variance (Anava) as seen in the following table.

Tabel 4.6.

Analysis of variance table for Linieritas Regression  
The performance of the national police against Labor Discipline

**Anova Table**

	Mean Square	F
Kinerja The Police of Between Groups (Combined)	97.646	3.782
The Republic of Indonesia * Disiplin Linearity	1496.233	57.953
Kerja The Police of The Deviation from Linearity	27.716	1.074
Republic of Indonesia Within Groups	25.818	

Based on table 5.6 known value of Fhitung of Ftable in value while 57.95 error rate  $\alpha = 0.05$  is 3.99. Because the value of Fhitung > Ftable then the regression equation is very significant. Linieritas regression test results show that the value of Fhitung 1.07, whereas the value of Ftable on the error rate  $\alpha = 0.05$  and dk = 26; 38 is 1.80. This indicates that the regression equations for the variable performance of the national police over the linear nature of the Work Climate

**c. Linieritas police Performance regression (Y) on the working Climate (X<sub>3</sub>)**

Refer to the results of a simple regression calculation to the influence of work on performance discipline police obtained at constant (a) of the regression coefficients and 18.43 (b) amounted to 0.92. Of the value of the regression coefficients and constant then the regression equation can be written to the influence of the working discipline against the performance of the national police was  $\hat{Y} = 18.43 + 0.92 X$  3. The results of the regression equation linieritas test calculations are presented in the table analysis of variance (Anava) as seen in the following table.

Tabel 4.7

Analysis of variance table for Linieritas Regression  
The performance of the National Police against labor discipline

	Mean Square	F
Kinerja The Police of The Between (Combined)	133.763	14.774
Republic of Indonesia * Groups Linearity	3055.172	337.444
Iklim Kerja The Police of Deviation from Linearity	12.038	1.330
The Republic of Indonesia Within Groups	9.054	

Based on table 7 Note value Fhitung Ftable 337.44 while the value of on error rate  $\alpha = 0.05$  is 3.99. Because the value of Fhitung > Ftable then the regression equation is very significant. Linieritas regression test results show that the value of the Fhitung of 1.33, while a value of Ftable on the error rate  $\alpha = 0.05$  and dk = 30; 34 is 1.80. This indicates that the regression equations for the variable performance of the national police over the linear nature of the work discipline.

**2. Test of Normality of Error Estimates**

Statistical techniques are used to analyze the data for measuring results, generally on a case sandarkan on the assumption that the data scale interval will be Gaussian. There are several ways to test normality tabulate data. Test of normality of error estimates (Y- $\hat{Y}$ ) calculated score

difference in each regression equation ( $\hat{Y}$ ) with a score variable  $y$ . on research test normality used Kolmogorov – Smirnov test (test of K-S) test, since KS in value "More Powerful" than other trials, with a total of significance ( $\alpha = 0.05$ ). hipotesis ' to test normality as follows :

$H_0$  = Normal Bedistribusi Population Data

$H_1$  = Population Is Not The Normal Brdistribusi

With keriteria testing as follows :

a. If the significance of obtained data then  $\alpha <$  comes from a population of Gaussian

b. If the significance of obtained data then  $\alpha >$  originating from populations not Gaussian

Calculation of test of normality was done with the help of the program SPSS, 20. There is also a summary of the results can be seen in the table below.

Summary of Error Normality Test Estimates Y over X through Test KS (n = 97)

No	Bound Variables	Free Variables	The significance of value K-S	The significance	Distribution
	The Performance of The National Police (Y)	The Professional Competence of Police ( $X_1$ )	0.036	0.05	Normal
		The Discipline of Work ( $X_2$ )	0.048	0.05	Normal
		The Working Climate ( $X_3$ )	0,02	0.05	Normal

From the above table the results of the signifikasni the value of K-S turns out to be smaller than its significance ( $\alpha = 0.05$ ). Thus it can be said the hypothesis  $H_0$ . accepted meaning that data come from a normal distribution.

### III. Hypothesis Testing

Based on hipotesis research presented in chapter III, and the path diagram model dihipotesiskan then it can be formulated in 3 (three) structural equation i.e.:

$$(1) Y = \rho_{yx_1}X_1 + \rho_{yx_2}X_2 + \rho_{yx_3}X_3$$

$$(2) X_3 = \rho_{x_3x_1}X_1 + \rho_{x_3x_2}X_2$$

$$(3) X_2 = \rho_{x_2x_1}X_1$$

Data processing using SPSS software. Complete data processing with the software served on attachment based on the results obtained at the treatment the following structural equations:

$$(1) Y = 0,314 X_1 + 0,211 X_2 + 0,879 X_3$$

$$(2) X_3 = 0,439 X_1 + 0,331 X_2$$

$$(3) X_2 = 0,767 X_1$$

The above equation together will be used to know the influence of direct and indirect influence as well as the influence of the total that will be used to test the hypothesis of the study. Testing criteria: reject  $H_0$  if  $t_{hitung} > t_{tabel}$  significance level  $\alpha = 0.05$ ,  $dk = n-3$ . For other prices,  $H_0$  received. The results of the calculation and significance testing of the koefisian line for testing the hypothesis are described as follows.

### 1. Direct influence of professional Competencies on performance style Police

The first hypothesis says, "there is a direct positive influence Kompeensi on performance of professional police" with statistical hypothesis:

$$H_0 : \beta_{41} \leq 0$$

$$H_1 : \beta_{41} > 0$$

Based on equation (1) coefficients X 1 line to Y i.e  $P_{41} = 0.314$ , on testing the significance of the coefficient obtained line  $t_{hitung} = 3.068$  and  $t_{tabel} = 0.202$ . Because  $t_{hitung} > t_{tabel}$  mean  $H_0$  denied or significant path coefficient. This means that there is a direct positive influence the professional competence of Police against the performance of the national police.

### 2. The influence of the Climate Work directly against the performance of the national police

The second hypothesis goes, "there is a direct positive influence on the climate of work against the performance of the national police" with statistical hypothesis:

$$H_0 : \beta_{42} \leq 0$$

$$H_1 : \beta_{42} > 0$$

Based on equation (1) the coefficient of X 2 line to Y i.e  $P_{42} = 0.211$ , on testing the significance of the coefficient obtained line  $t_{hitung} = 3.402$  and  $t_{tabel} = 0.202$ . Because  $t_{hitung} > t_{tabel}$  mean  $H_0$  denied or significant path coefficient. This means that there is a direct positive influence on the climate of work against the performance of the national police.

### 3. Direct influence of discipline work against the performance of the national police

The third hypothesis says, "there is a direct positive influence on the discipline of work against quality Crocodile" with statistical hypothesis:

$$H_0 : \beta_{43} \leq 0$$

$$H_1 : \beta_{43} > 0$$

Based on equation (1) the coefficient of X 3 line to Y i.e  $P_{43} = 0.879$ , on testing the significance of the coefficient obtained line  $t_{hitung} = 12.239$  and  $t_{tabel} = 0.202$ . Because  $t_{hitung} > t_{tabel}$  mean  $H_0$  denied or significant path coefficient. This means that there is a direct positive influence on performance of work discipline police.

### 4. Influence of direct Professional Competence style against the working Climate

The province of the hypothesis goes, "there is a direct positive influence on Professional Competencies towards Climate work" with statistical hypothesis:

$$H_0 : \beta_{31} \leq 0$$

$$H_1 : \beta_{31} > 0$$

Based on equation (2) coefficient of line X 1 to X 3 i.e.  $P_{31} = 0.439$  on testing the significance of the coefficient obtained line  $t_{hitung} = t_{tabel} = 0.202$  and  $3.956$ . Because  $t_{hitung} > t_{tabel}$  mean  $H_0$  denied or significant path coefficient. This means that there is a direct positive influence on Professional Competencies towards climate work.

#### **5. Direct influence of discipline of work against the working climate**

The fifth hypothesis goes, "there is a direct positive influence on the discipline of work against the working hypothesis with climatic statistics:

$$H_0 : \beta_{32} \leq 0$$

$$H_1 : \beta_{32} > 0$$

Based on equation (2) coefficient of line X 2 to X 3 i.e.  $P_{32} = 0,331$ , on testing the significance of the coefficient obtained line  $t_{hitung} = t_{tabel} = 2.02$  and  $2.988$ . Because  $t_{hitung} > t_{tabel}$  mean  $H_0$  denied or significant path coefficient. This means that there is a direct positive influence on the climate of work against the working discipline.

#### **6. Direct influence of professional Competencies against Discipline Work.**

Sixth hypothesis goes, "there is a direct positive influence on Professional Competencies against Discipline work" with statistical hypothesis:

$$H_0: \beta_{21} \leq 0$$

$$H_1: \beta_{21} > 0$$

Based on equation (3) obtained coefficients X 1 to x 2 line i.e.  $P_{21} = 0.767$ , on testing the significance of the coefficient obtained line  $t_{hitung} = t_{tabel} = 2.02$  and  $11.667$ . Because  $t_{hitung} > t_{tabel}$  mean  $H_0$  denied or coefficient significant line, this means that there is a direct positive influence on Professional Competencies against Discipline work. The results of calculation and test of the koefisian line is presented in the following table.

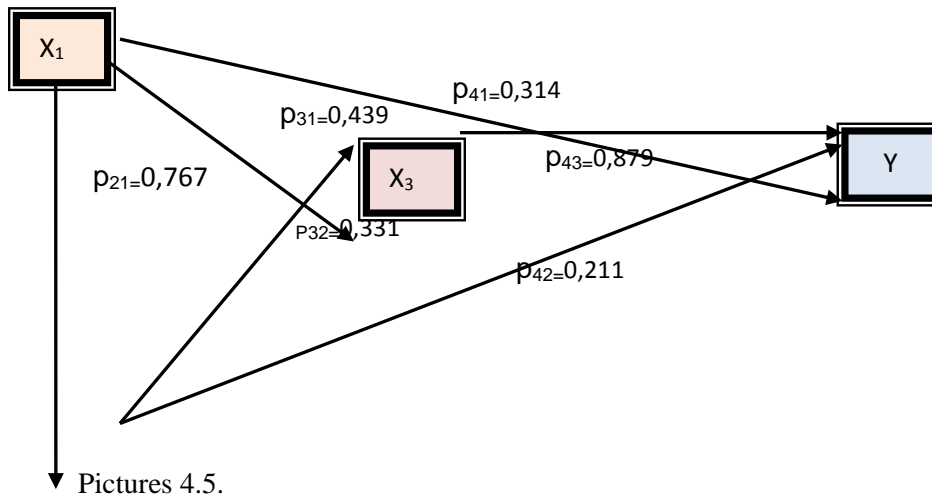
Table 4.12  
The results of calculations and testing the koefisian lane

Path coefficient		t <sub>hitung</sub>	t <sub>tabel</sub>	Means	Conclusion
p <sub>41</sub>	0,314	3,068	2,02	Significant	The direct positive effect
p <sub>42</sub>	0,211	3,402	2,02	Signifikan	The direct positive effect
p <sub>43</sub>	0,879	12,239	2,02	Signifikan	The direct positive effect
P <sub>32</sub>	0,331	2,988	2,02	Signifikan	The direct positive effect
p <sub>31</sub>	0,439	3,956	2,02	Signifikan	The direct positive effect
p <sub>21</sub>	0,767	11,667	2,02	Signifikan	The direct positive effect

The table above shows that the koefisian line between Professional Competence with the performance of the national police (p41) is known to value  $t_{hitung} > t_{tabel}$  at  $\alpha = 0.05$  then it can be inferred that the path coefficients are significant. And for the koefisian line discipline work with the performance of the national police (p43) unknown values  $t_{hitung} > t_{tabel}$  at  $\alpha = 0.05$  then it can be inferred that the path coefficients are significant. The above table indicates that koefisian the line between Working Climate with a performance of the national police (p42) is known to value  $t_{hitung} > t_{tabel}$  at  $\alpha = 0.05$  then it can be inferred that the significant coefficients.

While the Professional Competence for koefisian line with the working climate (p31) is known to value  $t_{hitung} > t_{tabel}$  at  $\alpha = 0.05$  then it can be inferred that the path coefficients are significant. And for the koefisian line of professional Competency with Working Climate (p21) is known to value  $t_{hitung} > t_{tabel}$  at  $\alpha = 0.05$  then it can be inferred that the significant coefficients.

While working with the discipline to climate koefisian work (p32) Note value thitung > ttabel at  $\alpha = 0.05$  then it can be inferred that the path coefficients are significant. Furthermore the results of the above calculation are described with the following line diagram :



Model of causal relationships between variables in the hypothesis of the research



#### **IV. Conclusion**

1. There is a direct influence of professional kompetensi against the performance of the Police in handling criminal cases in Polda Gorontalo
2. There is a direct influence of discipline work against the performance of the Police in handling criminal cases in Polda Gorontalo
3. There is a direct influence of the climate work against the performance of the Police in handling criminal cases in Polda Gorontalo
4. There is a direct influence of professional kompetensi against climate work Police in handling criminal cases in Polda Gorontalo
5. There is a direct influence of professional kompetensi against a disciplined work Police in handling criminal cases in Polda Gorontalo
6. There is a direct influence on the discipline of work against the working climate of Police in handling criminal cases in Polda Gorontalo.

#### **V. Suggestion**

1. I took the title of the dissertation influence of Professional Competence, discipline, And Work towards the Climate performance of the Police in handling criminal cases in Polda Gorontalo so that useful in instances of Police Gorontalo.
2. For the improvement of professional competence must have career police because the police were coming should have the ability to handle the investigation in the criminal case. And must have a diploma SH, SE, s. Pd, and others so as not to lose the progress now or modern society.
3. Must have working discipline and dedication and loyalty towards the leadership of the national police so that the police could successfully tasks dealing with any case.

## Bibliography

- A, John. Pearce II and Robinson, Richard B., Jr, *Formulation, Implementation, and Control of Competitive Strategy*, New York: McGraw- Hill, 2009
- A.F, James. Stoner and Freeman, R. Edward, *Management*, New York: Prentice Hall International Inc. 1992
- Amirullah, dan Hanafi, *Pengantar Manajemen*. Yogyakarta: Graha Ilmu. 2002
- Ariestonandri, Prima, *Marketing Research for Beginner*, Yogyakarta: Penerbit Andi, 2006
- Basuki, Ahmad, *Hubungan antara Kompetensi Profesional, dan Kompetensi The Police of The Republic of Indonesia Terhadap Iklim Kerja The Police of The Republic of Indonesia*, Tesis Program Pascasarjana Universitas Muhammadiyah Prof. Hamka Jakarta, 2000
- Bush, Tony *Theories of Educational Leadership and Management*, Singapore : Sage Publications Asia-Pacific Pte Ltd, 2009
- Chapman, Alam review, *Maslow's hierarchy of needs* (<http://www.yahoo.com>)
- Coquit, Jason A. LePine, Jeffery A. & Wesson, Michael J., *Organizational Behavior: Improving Performance and Commitment in the Workplace*, New York: McGraw-Hill-Irwin, 2009
- Collins, C.J, Hanges P.J dan Locke, E.A, *The Relationship Of Achievement Motivation To Entrepreneurial Behavior A-Meta Analysis*, Human Performance, 2004
- Departemen Pendidikan Nasional, *Panduan Manajemen Sekolah*, Jakarta : Departemen Pendidikan Nasional, Direktorat Pendidikan Dasar dan Menengah, 2000
- Dinas Pendidikan Propinsi Jawa Barat, *Pedoman Implementasi Manajemen Berbasis Sekolah Di Jawa Barat, MBS Dewan Sekolah* Bandung: Pokja School Based Management, 2002
- Edles, Laura Desfor, *Cultural Sociology in Practice*, Verleg: Wiley-BackweI, 2002
- Fattah, Nanang, *Landasan Manajemen*, Bandung : Rosda Karya, 2000
- Furnham, Adrian, *The Psychology of Behavior at Work: The Individual in the Organization* New York: Psychology Press, 2006
- Gibson, James L, John M. Ivancevich, James H. Donnelly, Jr. Robert Konopaske. *Organizations, Behavior, Structure, Processes*, New York: McGraw-Hill Irwin, 2006
- Hamid, Arnita, *Pengaruh Kompetensi Profesional Baru terhadap Motivasi dan Prestasi Kerja di PT Nusantara IV (Persero) Sumatera Utara*, Tesis Program Pascasarjana STIA Yappan Jakarta, 2002
- Hasibuan, Melayu S.P.. *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara, 2000.
- Hoy, Wayne K. & Cecil G. Miskel, *Educational Administration: Theory, Research and Practice*, New York: McGraw-Hill Company, 2008

- JD, Prown, *The -Truth of Material Culture: History of Fiction*, InS. Lubar and W. D. K. Kingery, eds, *History From Things: Essys on Material Cultural*, Washington: Smithsonian Institution Press, Prown, 1998.
- Kinicki, AngeIo and Kreitner, Robert, *Organizational Behaviour; Key Concepts, Skills & Best Practices* New York: McGraw-Hill Companies, Inc., 2008
- Kost,Fremont E dan Rasezweig,James E, *Organisasi dan Manajemen,terjemahan A.Hasymi Ali* ,Jakarta: Bumi Aksara,2002
- Kotter,J.R and Heskett, ii., *Corporate Culture and Performance*,Jakarta: Prenhalindo, 1997
- Kreitner,Robert and Kinicki, Angelo. *Organizational Behavior*.New York: McGraw-Hill International 2008
- Kropp, Richard *The Importance of Organizational Culture*, [http://www. arnsconsulting. Corn /ARlorgculture.com.html](http://www.arnsconsulting.Corn/ARlorgculture.com.html), 2005
- Leslie , W. Rue and Lloyd, L. Byars *Supervision Key Link to Productivity*.New York: McGraw-Hill International Edition 2007
- Manulang, M.,*Manajemen Sumber Daya Manusia*,Yogyakarta: Edisi 1, BBPE, 2001
- Mello, Jeffrey A. *Strategic Human Resource Management*, Cincinnati, Ohio: South-Western College Publishing ; 2002
- Muhidin, Sambas Ali dan Abdurahman, Maman, *Analisis Korelasi, Regresi, dan Jalur Dalam \ Penelitian*, Bandung : CV Pustaka Setia, 2007
- Newstrom, JohnW., *Organizational Behavior: Human Behavior at Work*, New York: McGrew Hill, 2007
- Paterson, TT, *Job Evaluatoion Volume 1*, London; Jhony Wiley, 1964
- Prawirosentono, Suyadi.*KebijakanKinerjaKaryawan. Edisi Pertama*. Yogyakarta: BPFE ; 1999
- Robbins,Stephen P. dan Coulter, Marry, *Manajemen Alih Bahasa T. Hermayana*,Jakarta: PT. Indeks Group Gramedia, 2004
- Robbins, Stephen P., *Prinsip-prinsip Perilaku Organisasi*,Jakarta:PT. Gelora Aksara Pratama Erlangga, 2002
- Robbins, Stephen P. *Organizational Behavior. Eleventh Edition. International Edition*. New Jersey. Prentice-Hall / Pearson ; 2005
- Rohiman, Agus, *Korelasi Antara Gaya Disiplin Kerja Transpormasional The Police of The Republic of Indonesia dan Motivasi Berprestasi dengan Kinerja The Police of The Republic of Indonesia* , Program Pascasarjana Unpak Bogor, 2008
- Schermerhorn, John R., Jr, Hunt,James G. den Richard N. Os born, *Organizational Behavior*, New Jersey: John Wiley & Sons, Inc., 2005
- Schermerhorn, John R., Jr., *Manajemen, terjemahan M.Parnawa Putranta dan Kawan-kawan* ,Yogyakarta:Andi,1998
- Siagian, Sondang P, *Teori Pengembangan Organisasi*,Jakarta. Bumi Aksara, 2000
- Sobur, Alex, *Psikologi Umum*,Bandung : Penerbit Pustaka Setia,2009
- Soebagio, Atmodiwiro, *ManajemenPendidikan Indonesia*, ArdadirjaJaya, Jakarta, 2000

- Soekanto, Soerjono, *Sosiologi, Suatu Pengantar*, Jakarta : Pt Raja Grafindo Persada, 1982
- Soeprianto, John, *Penilaian Kinerja dan Pengembangan Karyawan*, Yogyakarta ; BPFE, 1998
- Steven L, McShane and Mary Ann Von Glinow, *Organizational Behavior: Essemtools*, New York: McGraw- Hill Companies, Inc., 2005
- Sugiyono, *Metode Penelitian Bisnis*, Bandung : CV Alfabeta, 2007
- The Scribner – Bantam *English Dictionary*, USA : 1979
- Thoha, Mifthah, *Perilaku Organisasi Konsep Dasar dan Aplikasinya*, Jakarta: PT. Raja Grafindo Persada 2006
- Tjokroamidjojo, Bintoro, , *Pengantar Administrasi Pembangunan*, Jakarta, LP3ES, 1996
- Undang-Undang Republik Indonesia No. 20 Tahun 2003 tentang Sistem Pendidikan Nasional.
- Wibowo, *Manajemen Kinerja*, Jakarta: PT. Raja Grafindo Persada, 2007
- Wijaya, Hari, *Pengembangan Pribadi*, Jakarta : Tugu Publishers, 2008
- Winardi.. *Motivasi Dan Permotivasian Dalam Manajemen*, Jakarta: PT Raja Grafindo Persada. 2002
- Wirawan, *Evaluasi Kinerja Sumberdaya Manusia, Teori, Aplikasi, dan Penelitian*, Jakarta: Salemba empat, 2009