Individual Characteristic and Discipline Police Work on Performance of Traffic Lumajang Police

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A B S T R A C T

This article analyze the individual characteristics and police work discipline on the performance of traffic police. Lumajang. This article used a quantitative approach and the testing of hypotheses, a population that is used is the police of traffic police, Lumajang the sample collection and use of census. The method of analysis of the data used in the article it is multiple regression analysis. The result showed that significant individual characteristics have a positive impact on the performance of traffic police precinct Lumajang. Work discipline have a positive impact on the performance of traffic police precinct Lumajang.

Keywords: Individual Characteristics , Work Discipline, Performance

INTRODUCTION

Human resources is an asset that must be taken care of by a company or by an organization , for its active in human resources management process of an organization well .Human resources are complex in all aspects of a job in an organization , both the government and the private sector both structurally and in functional .Human resources and private government organizational help in achieving their objectives , to determine whether the organization is to be achieved using resources exist both effectively and efficiently .The effectiveness of an organization can be seen from the interaction of work at individual level , groups and organisations from a command with individual characteristics and know from their work discipline the available resources.

According to Rivai (2011:231) stated that individual characteristic basically formed by personality and experiences owned a which distinguishes them with others. James (2004:87) a distinctive characteristic of individuals is interest , the attitudes and needs that brought someone working in a situation .The individual characteristics is the internal factor (raise and interpersonal) that influence behavior of individuals .So that individual characteristics it can be concluded that every individual having the characteristics of which differ among other one person. Every individual

characteristic and have its own both in personality a day in order the day nor the hour organization , it is noted for based on the results of research Handayani (2016) in his research variables that were used is characteristic of individual (X1) , culture organization (X2) , motivation work (X3) and performance (Y) stated that the individual characteristics of its effect on organizational citizenship behavior.

According to discipline work Hamali (2016:213) are the management to carry out a standard viability. The main objective of discipline employment is to improve the efficiency optimally with how to prevent a waste of time and energy. According to Hasibuan (2005:193) discipline is good consciousness or willingness someone obey the organization or companies and responsibility, timing, and obedience or compliance personnel in implementing the tasks. It is noted in research performed by Elvi Lastriani (2014) where variables used is working discipline (X) and performance (Y) stating that discipline work are significant influence on the performance. Performance was a result of working that can be attained by someone or a group of people in an organization whether quantitative or qualitative, according to the authority , duties and responsibilities for each to attempt to attain a goal. The organization concerned legall, did not break law and in accordance with moral and ethics (Moehiono, 2013:96).

According to Bangun (2012:231) the performance is the result of work achieved any man by (job requirement) or requirement. So that it can be concluded that the performance of (performance is a result of working best reached by an individual person good employees or are civil servants in does its work in accordance with responsible answered them has been charged. Based on the background matter that has been put forward, it can be defined the problem as follows:1. Whether individual characteristics significant impact on police performance of traffic police Lumajang. 2. Do work discipline significant impact on police performance of traffic police Lumajang. Based on the act, matter that has been raised so the purpose of this research is to: 1. Know variable influence on the performance of the individual characteristics of traffic police lumajang. 2. Know variable influence police work discipline on the performance of traffic police lumajang.

METHODS

This is the kind of research the causality , where seeking clarity relation of cause and effect between several variables. The study is done at a member of a unit of traffic police Lumajang on the basis of the deal directly with the public and considered directly by the public. A member of a unit of traffic police Lumajang will be the sort of items statement relating to discipline as an individual characteristics and dependent variable while performance as the independent variable. The population of the research is all members of traffic police Lumajang were 56 members. Here are details of all members of a unit of traffic police Lumajang. Engineering the sample used in this research is the method of census using all traffic police Lumajang police squad. This study using multiple linear regression analysis tools by using an equation that explain the influence of the independent variable that is the individual characteristics and work discipline against the dependent variable namely performance. The equations used in this research is as follows: $Y = a + b_1X_1 + b_2X_2$. Where: y = performance, a = constant, b1 and b2 = regression coefficient, $X1$ = individual characteristics $X2$ = work discipline.

RESULTS AND DISCUSSION

In this research to analyze data the results of the study used method of linear regression multiple. This analysis used to know variable influence free on variables bound, namely the influence of the characteristics of individual (X1), work discipline (X2), on performance (Y) .The results of the equation regression analysis linear multiple obtained through this data analysis that is spss 21 for windows is table as follows:

Table 1. coefficients (a).

Coefficients^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	4,095	0,812		5,043	0,000		
Characteristic of individual	1,010	0,159	0,604	6,346	0,000	0,152	6,571
Work discipline	0,486	0,122	0,378	3,971	0,000	0,152	6,571
a. Dependent Variable: kinerja karyawan							

Sumber: Data processed (2020)

Based on the table above obtained the regression equation is as follows: Y = a + b1X1 + b2X2 + e Y = 4,095 + 1,010 KI + 0,486 DK. Interpretation in theory of the equation linear regression analysis of multiple described as follows: 1.Value means constant 4,09, when characteristic of individual and work dicipline don't or equal to zero, so there are still of 4,095 employee performance. 2.To the individual characteristics of employee performance of traffic Lumajang police, in the statistical have be made known be are positive the 1,010 that any change prosentase of 1 %, so individual characteristics of 1,010 will increase. 3.Discipline to the work of employee performance of traffic Lumajang police, in the statistical have be made known be are positive the 0,486 that any change prosentase of 1 %, working so discipline increased by 0,247.

The simultaneous (F). Testing aims to understand variable influence characteristic of individual and discipline work employee performance together.Variable independent together can be significantly to the influential in dependent employee performance if probability significance, 0,05 and it and probability significance alfa 0,05, so the independent variable dependent in significantly to no effect.As for the result can be seen in table f the following. Virtue of the results of the analysis from table 1.1 table f distribution sought in α = 5%, with degree of freedom or df1 df (3-1) = 2, and df2 n-k-1 or 56-2-1 = 53. Based on the multiple linier regression analysis (in this case for test influence the results, simultaneously) F count > F table (336,637 > 3,28) and significance (0,000 < 0,05), so Ho rejected and Ha received, (individual characteristics and discipline as work) have a positive impact and significantly correlates with employee performance of traffic police Lumajang.

The partial (test t). Testing aims to test free variable influence on variables bound separately. To test variable influence between, X1 and with them separately, X2 then used the t table distribution t sought on α = 5%, with degrees of freedom (df) n-k-1 or 56-2-1 = 53. Based on the results of multiple linear regression analysis in this case for test influence in partial the results can be expressed following: a) a variable characteristic of individual (x1) having value t count 6,346 & gt; t table 2,006 and significance in 0,000 & lt; 0.05 , so ho were rejected and ha accepted , which means in partial variable individual characteristics have had a positive impact and significant impact on of employee performance of traffic police lumajang. b) a variable style discipline work (x2) having value t count 3,971 & lt; 2,006 and significance in 0,000 & gt; 0.05 , so ho were

rejected and ha accepted , which means in partial variable discipline work have had a positive impact and significant impact on of employee performance of traffic police lumajang .

Influence individual characteristics of the linear regression employee performance of multiple variable showing positive on individual characteristics show the direction of employee performance lumajang police traffic unit and the results of the testing of hypotheses on this fact prove influence on the performance of the individual characteristics of the t count 6,346 & gt; t table 2,006 and significance 0,000; 0,05 & it , and ho were rejected and ha accepted , which means on this fact variable individual characteristics it has some positive effects on employee performance and significant traffic police lumajang unit .Thitung positive values , means more individual characteristics owned by an employee terseut employees will improve the performance of their duties traffic police lumajang units .

Discipline to influence the work of employee performance the linear regression variable berganda show a positive direction to discipline verb denoting the employee performance of traffic lumajang police and the hypothesis testing in partial influence discipline to prove work of employee performance of traffic lumajang police.Hypothesis testing in the partial influence work prove discipline on performance having value t count 3,971 gt &; t table 2,006 and significance, 0,05 0,000 & it; so ho ha rejected and received, who work so it partial variable discipline and significantly to have had a positive impact of employee performance of traffic lumajang police.Thitung positive value, means the much value discipline owned by employees work will increase employee performance of traffic to carry out their assignment.

CONCLUSION

The results of the discussion of the individual characteristics and job problems on the performance of members of the police squad, lumajang traffic police so take the following conclusions: a. individual characteristics have had a positive impact on performance and significant member of police. lumajang traffic police. b. discipline and significant work have had a positive impact on the performance of members of the police squad. lumajang traffic police. c.individual characteristics and problems of work and significant simultaneously have had a positive impact on the performance of members of the police squad. lumajang traffic police.

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