

THE INFLUENCE OF LEADERSHIP ON THE LEVEL OF DISCIPLINE AND PERFORMANCE OF ASSISTANT INVESTIGATORS AT THE CENTRAL JAVA REGIONAL POLICE CRIMINAL INVESTIGATION UNIT

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Abstract: A pioneer is somebody who leads by starting social way of behaving by making due, coordinating, putting together, or controlling the endeavors/endeavors of others or through eminence, power, or position. The focus of power leaders is on their success in influencing others to produce an impact. It is believed that the success of a leader moves and influences others through his power toward the good of the other people and the organization he leads. In complex social situations, cooperation and collaboration are needed to build great work. In such situations, leaders and leadership are always needed for effectiveness and efficiency. Leadership emerged with human civilization, where they gathered to maintain their existence, challenging the beasts and the natural surroundings. There has been cooperation between humans and an element of leadership. Thus, it can be concluded that leaders and leadership wherever and whenever they are always needed, especially in modern times now and in the future. The article attempts to investigate the connection among authority and the degree of discipline and execution of collaborator examiners at the Focal Java Territorial Police's Criminal Examination Unit.

Keyword: Influence; Leadership; Discipline; Performance; DitReskrim Investigator

INTRODUCTION

Consumer satisfaction is a subjective value of the satisfaction of the services provided (Firatmadi, 2017). Subjectivity still has an objective basis, meaning that judgment is also based on previous experience, education, psychological conditions, and environmental influences at that time. But based on existing truths and objective statements, not only to make bad decisions when there is no disturbing experience but also to say good things when there is no comfortable atmosphere (Suyanto, 2015).

The achievement of Polri's success is inseparable from the hard work of all Polri members and strong support from the government, but it must also be acknowledged that this success has not fully satisfied the community with the implementation of Polri's duties as Protector, Protector, Public Servant. A safe and conducive situation is one of the basic human needs, including the people in Central Java Province.

The Directorate of Unique Criminal Examination of the Focal Java Provincial Police is the fundamental executing component of the Local Police which is under the Territorial Police Boss who has the accompanying obligations and capabilities (Fitnasari, 2020):

1. The Directorate of Exceptional Criminal Examination of the Focal Java Local Police is entrusted with doing unique criminal examinations and examinations, coordination, functional management, and organization of PPNS examinations by legal arrangements.
2. Functions of the Directorate of

Exceptional Criminal Examination of the Focal Java Local Police:

- a. investigation and investigation of specific crimes, including crimes related to intellectual property rights, broadcasting rights, industry and trade, cybercrime, money laundering, online fraud, corruption, illegal mining, illegal logging, illegal oil, illegal fishing, plantation crimes, electricity crime, and environmental crime in the jurisdiction of the Central Java Regional Police;
- b. analysis of cases and their handling, as well as studying and reviewing the effectiveness of the implementation of Ditreskrim's tasks;
- c. technical guidance, coordination, and operational supervision, as well as administration of investigations by PPNS;
- d. implementation of supervision of investigations into special crimes within the Central Java Regional Police; And
- e. data collection and processing as well as presenting information and documentation of the activities of the Central Java Regional Police Directorate of Criminal Investigation.

The general circumstances hidden the execution of the principal obligations of the Directorate of Exceptional Criminal Examination of the Focal Java Police for the future can basically be checked on from the circumstance and states of safety, security, request, and the smooth running of the Unique Criminal Examination Unit for the

Region of Focal Java in the previous year. In general, the conditions of security and order are quite conducive, however, the threshold of disturbance can arise at any time in normal life amid society so it needs serious attention from law enforcement officials so that the situation of Kamtibmas in the jurisdiction of the Central Java Regional Police remains in a conducive state, especially the potential for which can bring losses to the State and society due to crimes such as Tin mining smuggling, Fuel Smuggling, Illegal Burning of Protected Forests, Cyber Crime Money Laundry, Fish Theft, Corruption, and other conventional crimes.

Not to mention that the current condition of society is faced with various challenges both internally and externally in the new economic era (Knowledge-Based Economy) which is marked by the existence of globalization, digitalization, and cultivation which contains a lot of uncertainty so that it has the potential to create a vulnerability to crime that can disturb the sense of security for the community. In the jurisdiction of the Central Java Regional Police. Apart from being seen from the conditions of the people of Central Java, the internal factors of law enforcement officials also play an important role in creating safe and conducive conditions, such as the lack of disciplinary violations from Dit Reskrimsus personnel as law enforcers, which is a reflection for the community that law enforcement officers must have awareness of rules and high motivation.

Employee performance is behavior, results, and organizational effectiveness. Behavior refers to activities in individual

work behavior reflected in the responsibility and self-discipline of the employee. The success of an organization will depend on the employees who work in the organization which is reflected in the performance produced by that employee. It means a low sense of responsibility and discipline for an employee.

(Siwu, 2016), states that presentation is the degree of accomplishment of results on the execution of specific errands to understand the accomplishment of results to accomplish organization objectives. Execution is vital to be claimed by representatives in light of the fact that, with great execution or work results, objectives are accomplished well as well. But behind that, the performance achieved must be as expected. Whether performance is good or not can be measured through performance appraisal.

According to (Fatimah, 2017), that performance appraisal is a process carried out by the company in evaluating one's job performance. If done right then employees, their supervisors, the human resources department, and the company will ultimately benefit from the assurance that the efforts of individual employees can contribute to the company's strategic focus. Performance appraisal includes the dimensions of employee performance. Many things can be used as a benchmark to see whether an employee has good performance or not. However, these benchmarks must be significant, relevant, and comprehensive. To achieve high performance, some factors can stimulate the emergence of performance that is under these expectations. Many things influence a person to produce good work.

Factors that affect performance, one of which is the leadership factor.

In this regard, leadership will certainly involve leaders, namely people who will influence the behavior of their followers (influences) and their followers (influences) in certain situations (Adyawanti, 2021). A smart leader is not a guarantee to lead an effective and efficient organizational unit, because a leader

besides having the knowledge and skills to lead is also required to behave as a role model and role model for his subordinates.

Results of Observation of data in the Personnel Section of the Central Java Regional Police, there is still a high percentage of employees who arrive late, and employees who return earlier than working hours according to the Finger Print Absence list for 2021-2022.

Table 1. Percentage of Discipline Violations List

Month	Permission		Sick		Absent / No Description	
	2021	2022	2021	2022	2021	2022
January	12%	2%	4%	2%	10%	1%
February	9%	3%	8%	3%	12%	0%
March	8%	3%	3%	2%	7%	2%
April	11%	2%	4%	3%	9%	8%
May	12%	4%	2%	2%	11%	6%
June	24%	1%	6%	5%	9%	3%
July	10%	1%	3%	2%	8%	1%
August	9%	4%	2%	1%	16%	6%
September	12%	2%	5%	1%	8%	4%
October	16%	2%	3%	2%	9%	1%
November	13%	6%	5%	1%	12%	2%
December	26%	5%	2%	2%	6%	2%

From Table 1, violations of employee discipline in the form of absenteeism/no explanation will still exist in 2022. This shows that the sense of responsibility and discipline of employees is still low. Lack of supervision and lack of leadership towards employees who commit disciplinary violations has resulted in the number of disciplinary violations still occurring from year to year.

In general, there is still a high percentage of disciplinary violations that

occur, this is due to weak supervision and strict leadership towards assistant investigators at the Central Java Regional Police's Criminal Investigation Unit who committed disciplinary violations. of 26 cases, in addition to carrying out what has become a routine agenda for daily activities, within a certain period many tasks are not completed on time according to the set targets. This means that not all Assistant Investigators at the Central Java Regional Police Criminal Investigation Unit

have optimal performance.

The Leadership Style that has been applied so far by the Assistant Investigator Leaders of the Central Java Regional Police Criminal Investigation Unit is less able to motivate the ranks of his subordinates, More likely to be Rigid, Less concerned with employee activities, too burdensome work without knowing whether his subordinates are capable or not in carrying out the task, lack of supervision and firmness regarding disciplinary violations, seeing these conditions the Leadership Style of Assistant Investigators at the Central Java Regional Police Criminal Investigation Unit must now be able to move towards a better leadership style.

In view of the exploration foundation, the plan of the issue that should be replied in this review is to test whether Authority Affects the Discipline and Execution of Aide Agents at the Focal Java Local Police's Criminal Examination Unit?

Literary Review

Execution is the means by which far the errand/work is done/performed by an individual or association (Muslimah, 2021). In seeing execution in view of how much an individual or association does. Execution is a consequence of work that is concrete, noticeable, and quantifiable. So execution is the consequence of work accomplished by individuals in completing errands in light of a foreordained size and time (Cahya et al., 2021). (Yoesana, 2013) further emphasized that to identify the performance of members can be seen from the following indicators:

1. Compliance with all rules that have been set in the company.

2. Can carry out tasks without error (with the lowest error rate).
3. Accuracy in carrying out their duties.

The word discipline itself comes from the Latin "discipline" which means "polite and spiritual training or education and character development." Discipline emerges as an effort to improve individual behavior so that it obeys the principles and always obeys the rules or norms that apply. Discipline can be interpreted when employees always come and go home at the time determined by the head manager, the leader of each agency (Sari, 2021). For this situation, discipline is a type of one's mindfulness and eagerness to consent to all relevant organization guidelines and normal practices. In this way, it is supposed to be focused assuming that workers know and able to appropriately complete every one of their obligations and obligations. Discipline should be maintained in an organization association. Without the help of good worker discipline, it is hard for organizations to understand their objectives. In this way, discipline is the way in to the outcome of an organization in accomplishing its objectives (Cahyadi et al., 2023).

Administration style is a technique involved by a forerunner in impacting subordinates to do their obligations and commitments true to form to accomplish foreordained objectives. Concerning the leader's behavior, several things are usually done by leaders to their subordinates or followers, namely supporting and directing behavior. Driving way of behaving can be characterized as the degree to which a pioneer is engaged with one-way correspondence with his subordinates. In

the mean time, strong way of behaving is the degree to which a pioneer is engaged with two-way correspondence like tuning in and connection. Both activities are things that are usually done by a leader in general, so they can be called the basis of leadership style (Toha, 2007).

MATERIALS AND METHODS

In fulfilling the research objectives, namely to test whether leadership influences discipline and performance, this research is included in the type of explanatory research. The technique of collecting data and information itself is in the form of field research (Field Research). The data obtained will be analyzed using the SPSS 21 application.

(Elsye, 2017) stated that the population is a collection of all possible people, objects, and other sizes that are objects of concern or a collection of all objects. In this study, the focus was on investigator respondents and assistant investigators for the Central Java Regional Police Criminal Investigation Directorate as of December 31, 2022, totaling 42 respondents.

The example is important for the populace or part of the number and attributes of the populace. (Ye et al., 2020) states that the example is essential for the number and qualities moved by the populace. The authors use the Slovin formula in (Umar, 2013), namely determining the number of samples needed for a population as follows:

$$n = N$$

$$1 + N e^2$$

Information:

n = number of sample members

N = number of members of the population

e = percentage error rate of the sampling acceptable, in this study determined 5% (0.05)

So with a known number of population (respondents), then:

$$n = 42$$

$$1 + 42 (5\%)^2$$

$$n = 42$$

$$1.105$$

$$n = 38.00 \text{ sample/person}$$

RESULTS AND DISCUSSION

Research Result

The Directorate of Special Criminal Investigation of the Central Java Regional Police is the main implementing element of the Regional Police which is under the Regional Police Chief who has the following duties and functions:

1. The undertaking of the Directorate of Exceptional Criminal Examination of the Focal Java Provincial Police is to complete extraordinary criminal examinations and examinations, coordination, operational supervision, and administration of PPNS investigations by statutory provisions.
2. Functions of the Directorate of Special Criminal Investigation of the Central Java Regional Police:
 - a. investigation and investigation of specific crimes, including crimes related to intellectual property rights, broadcasting rights, industry

- and trade, cybercrime, money laundering, online fraud, corruption, illegal mining, illegal logging, illegal oil, illegal fishing, plantation crimes, electricity crime, and environmental crime in the jurisdiction of the Central Java Regional Police;
- b. analysis of cases and their handling, as well as studying and reviewing the effectiveness of the implementation of Ditreskrimsus tasks;
 - c. technical guidance, coordination, and operational supervision, as well as administration of investigations by PPNS;
 - d. implementation of supervision of investigations into special crimes within the Central Java Regional Police; And
- e. collection and handling of information as well as introducing data and documentation of the exercises of the Directorate of Criminal Examination of the Focal Java Local Police.
1. Validity Test.

The purpose of this test is to find out whether the measurement tools that have been compiled have validity or not. Operational validity or not. Operationally validity can be defined as whether the questionnaire reveals the level of validity (validity) of the population and research.

Validity test decision-making:

 - If the value of r count $>$ r table, then the question item is valid.
 - If the value of r count $<$ r table, then the question item is invalid (fails).

Table 2. Validity Test

No	Variable Item	dan R table	R	R Count	Information
1.	Leadership				
2.	X1.1		0,2404	1,000	Valid
3.	X1.2		0,2404	0,843	Valid
4.	X1.3		0,2404	0,676	Valid
5.	X1.4		0,2404	0,681	Valid
6.	X1.5		0,2404	0,689	Valid
7.	X1.6		0,2404	0,849	Valid
8.	X1.7		0,2404	0,860	Valid
9.	X1.8		0,2404	0,508	Valid
10.	X1.9		0,2404	0,560	Valid
11.	X1.10		0,2404	0,271	Valid
12.	X1.11		0,2404	0,452	Valid
13.	Discipline				
14.	Y1.1		0,2404	1,000	Valid
15.	Y1.2		0,2404	0,827	Valid
16.	Y1.3		0,2404	0,737	Valid

17.	Y 1.4	0,2404	0,310	Valid
18.	Y 1.5	0,2404	0,487	Valid
19.	Y 1.6	0,2404	0,381	Valid
20.	Y 1.7	0,2404	0,402	Valid
21.	Y 1.8	0,2404	0,400	Valid
22.	Y 1.9	0,2404	0,310	Valid
23.	Y 1.10	0,2404	0,270	Valid
24.	Y 1.11	0,2404	0,762	Valid
25.	Y 1.12	0,2404	0,915	Valid
26.	Y 1.13	0,2404	0,741	Valid
27.	Y 1.14	0,2404	0,432	Valid
28.	Y 1.15	0,2404	0,360	Valid
29.	Performance			
30.	Y2.1	0,2404	1,000	Valid
31.	Y2.2	0,2404	0,823	Valid
32.	Y2.3	0,2404	0,676	Valid
33.	Y 2.4	0,2404	0,760	Valid
34.	Y 2.5	0,2404	0,615	Valid
35.	Y 2.6	0,2404	0,529	Valid
36.	Y 2.7	0,2404	0,433	Valid
37.	Y 2.8	0,2404	0,435	Valid
38.	Y 2.9	0,2404	0,515	Valid
39.	Y 2.10	0,2404	0,255	Valid
40.	Y 2.11	0,2404	0,757	Valid
41.	Y 2.12	0,2404	0,872	Valid
42.	Y 2.13	0,2404	0,689	Valid
43.	Y 2.14	0,2404	0,286	Valid
44.	Y 2.15	0,2404	0,560	Valid

The consequences of the legitimacy test for all factors in this review demonstrate that the worth of r count $>$ r table is 0.2404. It shows that the questions on all the research variables are valid.

2. Reliability Test.

This test is led to decide the degree to which a variable or develop is supposed to be dependable (fit) to be utilized for research. (Ghozali, 2016) The outcome is a

record that demonstrates the way that far an estimating gadget can be relied upon or depended on. Reliability test decision-making:

- If a variable has a reliability value (Cronbach's Alpha) $>$ 0.6 it is said to be reliable
- If a variable has a reliability value (Cronbach's Alpha) $>$ 0.6 it is said to be unreliable.

Table 3. Validity Test

No	Variable	Cronbach alpha	Information
1	Leadership	0,758	Reliable
2	Disciplinary	0,754	Reliable
3	Performance	0,799	Reliable

The variables in this study based on the reliability test showed a Cronbach alpha value above 0.60 so it could be concluded

that everything was reliable.

3. Hypothesis Test.

Table 4. Hypothesis Test

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std Error	Beta	t	Sig.
Leadership--> Discipline	0.307	0.244	0.291	4.183	.000
Leadership--> Performance	0.476	0.362	0.225	4.578	.000

1.1.1 Hypothesis Testing 1

The consequences of testing the impact of initiative on discipline got an importance worth of 0.000 < 0.05, so it was observed that Speculation 1 was acknowledged. It implies that initiative altogether affects the degree of Discipline of Agents and Associate Examiners of the Focal Java Territorial Police's Criminal Examination Unit.

Discipline is something that turns into a benchmark to see if the job of the pioneer can be completed appropriately or not. Work discipline is an administration activity to maintain hierarchical guidelines. Discipline is likewise a type of control of representatives and customary execution of assets shows the degree of capacity of

the work group in an association, disciplinary activity requires discipline for representatives who neglect to fulfill the predetermined guidelines. In this manner, disciplinary activity isn't applied aimlessly however requires astute thought. At the point when workers consent to the guidelines set by the organization and have high discipline, it will make a more helpful organization climate that will emphatically affect organization exercises. Thusly, the Focal Java Local Police have trusts that all Individuals from the DitReskrimsus Partner Agents can conform to the guidelines that have been set.

1.1.2 Hypothesis Testing 2.

The consequences of testing the impact of initiative on execution got an

importance worth of $0.000 < 0.05$, and it was acquired that Speculation 2 was acknowledged. This implies that initiative altogether affects the degree of execution of examiners and partner agents at the Focal Java Provincial Police's Criminal Examination Unit.

Drive style is a norm of direct used by someone when that singular endeavors to influence the approach to acting of others as cared about. In an association, a suitable initiative style is expected to foster a favorable workplace and further develop execution for Specialists and Colleague Examiners of the Focal Java Territorial Police's Criminal Examination Unit, so it is trusted that this will bring about high efficiency. Then again, an initiative style that isn't adjusted to the qualities of Specialists and Partner Examiners at the Focal Java Territorial Police Criminal Examination Unit, and existing tasks, can empower Agents and Collaborator Specialists at the Focal Java Provincial Police to feel less excited working and even lose energy for work, making them not view their work in a serious way and consideration that isn't centered around work. It needs unique consideration since it can impede the smooth running of an action.

CONCLUSION

From the examination, it very well may be reasoned that there are positive and critical outcomes between Administration on Discipline and the Presentation of Associate Agents at the Focal Java Local Police's Criminal Examination Unit. Observationally, initiative style affects the degree of discipline of

Associate Examiners at the Focal Java Local Police Criminal Examination Unit, so when authority style increments, work discipline will likewise increment. Work discipline significantly affects representative execution. Initiative style fundamentally affects the exhibition of Associate Specialists at the Focal Java Territorial Police's Criminal Examination Unit straightforwardly. Thus, it was concluded that when leadership style increases, employee work discipline will also increase and will improve the performance of Assistant Investigators at the Central Java Regional Police's Criminal Investigation Unit.

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