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Factors Affecting The Performance Of South Sumatra Police Brigade Personnel

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Abstract. The purpose of this research is to determine whether there is an influence of leadership and work motivation on employee performance partially and simultaneously. The data collection methods used are questionnaires and documentation. The data collected was analyzed using multiple linear regression analysis with partial hypothesis testing (t test) and simultaneous test (F test). The results of data regression analysis show the following equation $Y = 6.325 + 0.714 X1 + 0.151 X2$. These results show that leadership (X1) has an influence of 0.714 and motivation (X2) has an influence of 0.151 on employee performance (Y). Based on the hypothesis test, the t test (partial test) shows that the leadership variable (X1) has a significant positive effect on employee performance where t count is $4.336 > t$ table 1.701 and the significance level is $0.000 < 0.05$, so H_0 is rejected or H_a is accepted, so that partially there is an influence significant positive relationship between leadership (X1) and employee performance (Y). The motivation variable (X2) shows that there is no significant influence between motivation (X2) on employee performance (Y) where t count is $0.915 < t$ table 1.701 and the significance level is $0.386 < 0.05$, so H_0 is rejected or H_a is accepted, so partially it is not there is a significant influence between motivation (X2) on employee performance (Y).

Keywords: *Performance, South Sumatra, Police Brigade Personnel.*

INTRODUCTION

Science and technology have fostered modernity which has led to changes in the values of human life. Recently, there have been rapid changes in Indonesia that require adjustments from individuals or communities. These changes include from agrarian society to industrial society, from national society to modern society. The above changes during human life always carry out various activities. One of the human activities is work. Activities in work contain elements of socialising, producing something, and to meet the needs of life. To fulfil the needs of life, humans must try and work. As a workforce, between humans carrying out their job duties, mutual influence in work relationships, and the extent to which the workforce is in accordance with their work. Hasibuan (2019: 33) states that work is information that describes the duties and responsibilities, working conditions, work relationships and aspects of work in a position. One of the work activities discussed in this study is the work activities of Brimob Polri. Brimob Polri is part of the Indonesian National Police (POLRI). Brimob Polri has a special responsibility to maintain order and security of the State.

In accordance with Article 2 of Law number 2 of 2002 which states that, the function of the National Police as one of the tools of State government in the field of maintaining security and public order, law enforcement, protection, protection, and service to the community. For the implementation of this function, Brimob is required to realise a real action. Not only in efforts to

eradicate crime, but also in the form of crime prevention efforts. So as to create a fair, peaceful and tranquil community life. The performance of the Brimob Polri continues to be in the spotlight. The increasing number of terrorist bombings shows the weak performance of the police and intelligence apparatus. In a poll of 304 respondents, 49.02 per cent said they were very dissatisfied with the performance of the police and 25.53 per cent were also dissatisfied. Only 10.29 per cent were satisfied and 6.86 per cent were very satisfied with the performance of the security and intelligence apparatus in overcoming and anticipating terrorist bombings in the country (Syahrudin, 2019). Not only that, cases of wrongful arrests by police ranks against people suspected of committing criminal offences prove the unprofessional performance of law enforcement officials. For example, the case of the wrong arrest of five members of the Beji Police Station against J.J Rizal, a writer of the historical book *Komunitas Bambu* who was suspected of being a drug dealer (Pikiran Rakyat, 2022). Deviations Criminology and police expert Adrianus Meliala gave his opinion regarding a number of cases of deviations committed by unscrupulous police officers and viral on social media.

He explained that from about 20 years ago, police reform included three things, namely related to structural, instrumental, and cultural. In the cultural aspect, various deviant acts of police officers emerged, such as violence, corruption, as well as infidelity and abuse of authority. Various deviant or incorrect actions such as these examples, he said, have existed for a long time in the Polri and are difficult to change. It is agreed by many parties even in the following decades that cultural change is the most difficult to change and the most difficult to do, 'said the criminology lecturer at the University of Indonesia.' He said that the cases that occurred should be used as a momentum for the Chief of Police to re-examine what is lacking and not in accordance with the police culture, as well as what values need to be instilled in the Polri. (Kompas Tv: 2023).

The above cases of irregularities illustrate that the performance and motivation of the Polri is still inadequate as law enforcement officers. If the motivation to become a police officer is often wrong from the start, for example because they want to become rich or emphasise economic motives, it is certain that irregularities will occur while the police are carrying out their duties. According to Kurniawan (2022), there are two factors that influence work motivation, namely hygiene factors and motivators. Hygiene factors or commonly called extrinsic factors are factors related to the context of the job. These factors include company policy and administration, supervision, wages or salaries, interpersonal relationships and working conditions.

Meanwhile, motivator factors or intrinsic factors are motivational factors related to the content of the job, namely responsibility, opportunity for advancement, the work itself, success in carrying out tasks (achievement), and recognition. Company policy and administration is one of the general forms of fixed plans from the planning function in management. Wisdom (policy) is a general guideline for decision making. Policy is the boundary for decisions, determining what can be made and closing what cannot be made. In this way, policy channels the thinking of members to be consistent with organisational goals. Employees will feel satisfied if the work procedures and regulations set by the company support the improvement of employee performance, so that employee motivation increases.

Interpersonal relationships are the same as human or personal relationships. According to Simarmata et al., (2021) Leadership is defined as a process of influencing both thoughts, feelings, and behaviour and directing all facilities to achieve common goals that have been set together as well. Another opinion from Munajat, (2021) Leadership is an effort made by a leader to achieve individual goals or organisational goals. Therefore, leaders are expected to be able to influence, support and motivate their followers so that they carry it out with enthusiasm to achieve the desired goals, both individually and organisationally. It is also necessary to find a balance between the needs of followers to achieve individual and organisational goals.

Leadership is a person's ability to influence others to want to work together in order to take steps and actions in achieving common goals, as well as influencing various situations and conditions of one's character to achieve the goals to be achieved. Work harder by influencing and supervising, cooperating and leading by example to achieve goals (Suparman, 2019). In addition to being influenced by the hygiene factors mentioned above, work motivation is also influenced by motivator factors, this factor includes responsibility, opportunities for advancement, the work itself, success in carrying out tasks (achievement), and recognition. Employees who are given responsibility for carrying out a job are more motivated than employees who are given no responsibility at all or little responsibility. Advancement opportunities are defined as the career development of an individual within an organisation or company.

Career development is a formal effort to improve and increase abilities, which is expected to have an impact on the development and expansion of insights, which opens up opportunities to get a satisfying position or position in life as a worker (Nawawi, 2019). Research conducted by Habibi (2022) on 'Factors affecting employee work motivation at PT Askes Regional VI Central Java and D.I.Y in the human and general resources section of Semarang' shows that the reward factor has a positive causality on work motivation. The existence of awards for company employees will cause employee work motivation to increase. Likewise, others will try to achieve the award. As a result, employee work motivation will increase along with employee efforts to achieve the award.

LITERATURE REVIEW

Human Resource Management

Rivai (2020) said that Human resources are one of the most important factors in an organization. Therefore, HR must be managed properly to increase the effectiveness and efficiency of the organization, as one of the functions in the organization that can be known as human resource management (HRM). The importance of the role of HR in the implementation and achievement of organizational goals, human resource management must pay attention to several aspects such as staffing, training and development, motivation and maintenance. According to Audia (2022) Human resource management is a strategic approach to skills, motivation, development and management of organizing resources that function as assets of an organization or company that can be counted (quantitative), and HR is the potential that drives the organization.

Permana (2022) Human resource management is an ongoing process designed to provide organizations and groups or organizations with the right personnel so that they can be placed in the right portion and place when the organization needs them. Human resource management is something related to human empowerment in doing a job to achieve maximum or effective and efficient levels in realizing the goals to be achieved in the company, an employee and also the community.

Motivation

Hafidzi et al (2019: 53) stated that motivation is the provision of driving force that creates a person's passion for work so that they are able to work together, work effectively, and be integrated with all their efforts to achieve satisfaction.

Leadership

Leadership plays a very important role in organizational management. Humans need leadership because of certain limitations in humans. The leadership factor plays an important role because the leader is the one who moves and directs the organization in achieving its

goals. Leadership is defined as individual characteristics, habits, ways of influencing others, interactions, positions in the organization and perceptions of legitimate influence. According to Daft in Zahratulfarhah, et al. (2022:120) leadership and influence are the relationship between leaders and followers who want real change and results that reflect their common goals. This means that leadership is an effort to influence the relationship between leaders and followers who want real change and results that reflect their common goals. Yulk in Zahratulfarhah, et al. (2022:120) states that leadership is a process in which others understand and agree on what needs to be done and how to do tasks effectively, as well as a process that facilitates individual and collective efforts to achieve common goals. According to George R. Terry in Nadila (2022) explains "leadership is the overall activity or activities of other people to influence the will of others to achieve common goals".

The broad definition of leadership includes the process of influencing in determining organizational goals, motivating follower behavior to achieve goals, influencing the interpretation of events of followers, maintaining cooperative relationships and group work, gaining support and cooperation from people outside the group or organization.

From the definitions above, it can be seen that leadership is an important part of management, where a leader must be able to create harmonious integration with his subordinates, also including fostering cooperation, directing and encouraging the work enthusiasm of subordinates, influencing, and providing attitudes and behavior of individuals and groups, so as to form a leadership style that the leader determines.

Employee Performance

Performance is the result of a process that refers to and is measured over a certain period of time based on previously established provisions or agreements. According to Parawirosentono in Harahap & Tirtayasa (2020: 122) performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with norms and ethics. According to Mangkunegara in Sihaloha & Siregar (2020: 277) "Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him".

According to Sutrisno in Umar & Norawati (2022: 837) "Performance is the result of employee work seen from the aspects of quality, quantity, work time and cooperation to achieve the goals set by the company". According to Torang Umar & Norawati (2022:837) "Performance is the quantity or quality of the work results of individuals or groups within an organization in carrying out main tasks and functions that are guided by norms, standard operating procedures, criteria and measurements that have been established or that apply in the organization.

METHODS

Validity Test

Validity according to Ghozali (2021:66) aims to measure the validity or otherwise of the statements in the questionnaire that has been made. A questionnaire is said to be valid if the statements in the questionnaire are able to express something that will be measured by the questionnaire. In this study, validity is measured by correlating the question item scores with the total variable scores. In this study, the validity test uses bivariate (spearman correlation). This test uses two sides (two-tailed) with a significance level of 5%. The test criteria are as follows:

1. Question items correlate significantly with the total score or value (declared valid) if $r_{count} > r_{table}$ (2-sided test with a significance of 0.05).

2. Question items do not correlate significantly with the total score or value (declared invalid) if r count $< r$ table (2-sided test with a significance of 0.05).

According to Ghozali (2021:61), the reliability test aims to measure the questionnaire which is an indicator of the variable. A questionnaire is said to be reliable if a person's answer to the question is consistent or stable over time. Reliability measurement is carried out using the Cronbach Alpha (α) statistical test tool. A construct or variable is said to be reliable if it provides a Cronbach Alpha value > 0.60 . Item reliability is tested by looking at the Alpha Coefficient by performing Reliability Analysis with SPSS version 26. The Cronbach Alpha value will be seen for the overall reliability of items in one variable.

Multiple Linear Regression

In this study, three independent variables and one dependent variable were used. The analysis method used to test the hypothesis is multiple regression, which is a regression used to find out how much influence the independent variable has on the dependent variable (Ghozali, 2021: 145).

The regression equation is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Description:

Y = performance

X1 = Motivation

X2 = Leadership

b_1, b_2 = correlation coefficient

a = Constant value

e = error

Determination Coefficient (R²)

The determination coefficient is used to measure the extent to which the model is able to explain the dependent variable. The determination coefficient value is between 0 and 1. A small R² value means that the ability of the independent variables to explain the dependent variable is very limited. A value close to 1 means that the independent variable provides almost all the information needed to predict the variation of the dependent variable. Each additional independent variable will increase R², although it is not certain that the added variable has a significant effect on the dependent variable. Therefore, the adjusted R² value is used because the adjusted R² value can increase or decrease if one independent variable is added to the model.

RESULTS

Instrument Validity

Validity is used to test whether each question item used in this study is valid or not. Validity testing is measured using the Pearson Product Moment correlation technique. The basis for decision making used is:

1. If the calculated r value $\geq r$ table, then the question item is said to be valid.
2. If the calculated r -value $< r$ -table, then the question item is said to be invalid.

In the validity test, the SPSS (*Statistical Product and Service Solutions*) program was used. version 30.00 Validity test can be done by looking at the correlation between the scores of each item in the questionnaire with the total score to be measured, namely using *the Pearson Coefficient Correlation*. The complete validity test results can be seen in the following table:

Table 1 Validity Test Results

Variables	Item	r- count	r- table	information
Leadership (X1)	Question 1	0.664	0.361	Valid
	Question 2	0.418	0.361	Valid
	Question 3	0.753	0.361	Valid
	Question 4	0.822	0.361	Valid
	Question 5	0.692	0.361	Valid
	Question 6	0.470	0.361	Valid
	Question 7	0.581	0.361	Valid
	Question 8	0.807	0.361	Valid
	Question 9	0.528	0.361	Valid
	Question 10	0.694	0.361	Valid
	Question 11	0.365	0.361	Valid
	Question 12	0.579	0.361	Valid
	Question 13	0.632	0.361	Valid
	Question 14	0.592	0.361	Valid
	Question 15	0.535	0.361	Valid
	Question 16	0.367	0.361	Valid
Motivation (X2)	Question 1	0.603	0.361	Valid
	Question 2	0.624	0.361	Valid
	Question 3	0.432	0.361	Valid
	Question 4	0.756	0.361	Valid
	Question 5	0.647	0.361	Valid
	Question 6	0.632	0.361	Valid
	Question 7	0.493	0.361	Valid
	Question 8	0.726	0.361	Valid
	Question 9	0.774	0.361	Valid
	Question 10	0.766	0.361	Valid
Performance (Y)	Question 1	0.505	0.361	Valid
	Question 2	0.382	0.361	Valid
	Question 3	0.793	0.361	Valid
	Question 4	0.882	0.361	Valid
	Question 5	0.682	0.361	Valid
	Question 6	0.690	0.361	Valid
	Question 7	0.372	0.361	Valid
	Question 8	0.597	0.361	Valid
	Question 9	0.573	0.361	Valid
	Question 10	0.596	0.361	Valid
	Question 11	0.419	0.361	Valid

Validity used with method test correlation between item score with total score of each variable . In general statistics number correlation obtained must compared to in number r person correlation table . If calculated r value > r table , then instrument the said to be valid. R table determined with method look for the magnitude df and its magnitude df can counted with N-2 formula . N- number sample: 30-2=28 and alpha 0.01.r table was obtained as 0.361 (see r table at f=88). Based on table on show that all question items on the variables leadership,

compensation , motivation and variables performance Work fulfil condition because of mark correlation have mark above 0.361.

Reliability Test

Testing reliability on Variables in research This use coefficient *Cronbach's Alpha* . *Cronbach Alpha* value in study This will used mark nunnaly (expected value) of 0.6 with assumption that instrument it is said reliable when mark *Cronbach Alpha* > 0.6 research This will used .

Table 2 Reliability Test

No	Variables	Rcount	Cronbach's Alpha	Information
1	Leadership	0.878	$\alpha > 0.6$	Reliable
2	Motivation	0.837	$\alpha > 0.6$	Reliable
3	Performance	0.817	$\alpha > 0.6$	Reliable

Based on results testing reliability on the table seen that all variable own Cronbach Alpha value is higher big from 0.6 which means that all over variable can stated reliable , so that can concluded that grains question can used as instrument For study furthermore.

Assumption Test Classic

Assumption test classic done For know is the regression model created can used as tool good prediction . Test assumptions classic in study This includes normality tests , heteroscedasticity tests and multicollinearity tests , as following :

Normality Test

Normality test aiming For test whether variable bound and variable free in the regression model have normal distribution or no . Testing normal distribution is done with method look at the normal probability plot (normal p-plot). On the normal p-plot graph , the model meets the assumption normality If points on the curve coincide following the diagonal line . Here normality test results with use p-plot normal graph :

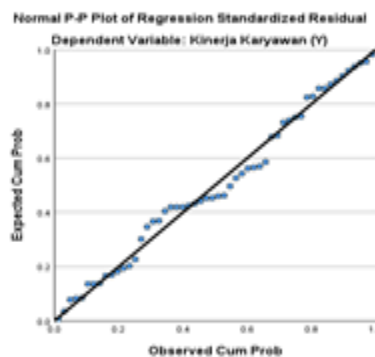


Figure 1 Data Normality Test

The image shows all data is distributed normally and not happen deviation , so that the data collected can processed with method next.thing This can proven with notice data distribution that spreads around the diagonal line on the " *normal P-plot of Regression Standardized Residual*" in accordance the image above .

Heteroscedasticity Test

Heteroscedasticity test used For know There is or whether or not deviation assumption classic heteroscedasticity that is existence inequality Variants from residual to all observations on the regression model . Heteroscedasticity is one of factors that cause a simple linear regression model No efficient and accurate , also resulting in use method possibility maximum in estimating regression parameters (coefficients) will disturbed (Ghozali, 2013).

How to know There is whether or not heteroscedasticity is with See plot graph between mark prediction variable bound (ZPRED) with residual (SRESID). Detection There is whether or not heteroscedasticity can done with see There is whether or not pattern particular on the scatterplot graph between SRESID and ZPRED where The Y axis is the Y that has been predicted , and the X- axis is the residual (Y- predicted - Y- actual) that has been studentized. See chart seen No There is clear pattern , as well as dot, dot, dot spread above and below number 0 on the Y axis , then No happen heteroscedasticity .

Analysis Regression Multiple

Analysis techniques used in study This is analysis regression multiple . Analysis This used For know influence Compensation , discipline and workload to performance employees . Based on analysis regression multiple with assisted by the SPSS 30 program in the calculation process obtained results as following :

Table 3 Analysis Results Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.325	4.909		1.289	.208
Kepemimpinan(X1)	.515	.119	.714	4.336	.000
Motivasi Kerja (X2)	.162	.177	.151	.915	.368

a. Dependent Variable: Kinerja (Y)

Based on results calculations in the table in above , results equality regression in study This is :

$$Y = 6.325 + 0.515 X1 + 0.162 X2$$

The regression equation above own meaning :

1. Coefficient value regression variable leadership worth positive that is of $0.515 > 0.05$, meaning If variable leadership experience improvement by 1% while motivation assumed still , then will cause improvement leadership of 0.515. The coefficient value the show that mark leadership influential positive to performance company . This is describe when mark leadership rises, then performance will go up.
2. Coefficient value regression variable motivation worth positive that is of $0.162 < 0.05$ means If variable motivation experience improvement by 1% while leadership assumed still , then will cause improvement motivation of 0.162. The coefficient value the show that mark motivation No influential against performance performance personnel Mobile Brigade.
3. Coefficient standardized Coefficients in the table above , are used For know influence variable free namely : leadership (Xi), motivation work (X2), against performance employee (Y) . From both variable mentioned above so can seen big coefficient the regression is 6.325 leadership (X1) = 0.515 motivation (X2) = 0.162. The results are show that leadership (X,) has influence the biggest to performance employees and motivation (X2) who have influence lowest to performance employee (Y).

Coefficient Determination (R ²)

Coefficient determination used For see independent variable capability in to explain variable dependent . Coefficient results determination in study This can seen the results in the table following table results corficient determination .

Table 4Coefficient Test Results Determination

Model Summary^b

Model	R	R Square	Adjusted R Square
1	.835 ^a	.697	.674

a. Predictors: (Constant), Motivasi Kerja (X2), Kepemimpinan (X1)

Coefficient value determination is Adjusted R Square, namely of 0.674 or by 67.4%. This is means that influence variable leadership (Xi), variable motivation work (X2) in together influential to variable performance employee (Y) is by 67.4% while the rest 32.6 % is influenced by other variables that are not including in study This .

DISCUSSION

The Influence Of Leadership On The Performance Of Brimob Polda South Sumatra Personnel

Leadership is an effort to influence many people through communication to achieve goals, how to influence people with instructions or orders, actions that cause others to act or respond and cause positive changes, important dynamic forces that motivate and coordinate organizations in order to achieve goals, the ability to create self-confidence and support among subordinates so that organizational goals can be achieved. Based on the results of respondents' answers to the leadership variable on the first question item, the most respondents' answers were agree at 60.0% and the smallest answer was strongly disagree at 3.3%, on the second question item, the most respondents' answers were agree at 43.3% and the least were disagree at 10.0%, on the third question item, the most respondents' answers were agree at 36.7% and the least were strongly disagree at 3.3%, on the fourth question item, the most respondents' answers were agree at 33.3% and the smallest were strongly disagree at 3.3%, on the fifth question item, the most respondents' answers were agree at 50.0% and the smallest answers were disagree at 10.0%, on the sixth question item, the most frequently occurring answers were strongly agree at 63.3% and the smallest answers were disagree at 13.3%. On question item number 7, the most respondents' answers were agree at 53.3% and the smallest answers were strongly disagree and disagree at 3.3% each.

Question item number 8 the most respondents' answer is less agree at 56.7% and the smallest disagree 3.3%, question item nine the most answers are agree 43.3% and the smallest is disagree 3.3%, question item ten the most answers are agree 53.3% and the smallest is strongly disagree at 3.3%, answer to eleven agree 56.7% and the smallest answer is less agree and disagree at 3.3%. question item twelfth the most answers are agree 33.3% and the smallest answer is strongly disagree 3.3%. question item thirteen the most answers are agree 36.7% and the smallest is strongly disagree 3.3% answer to fourteen strongly agree 50.0% and the smallest answer is less agree 3.3%. question item fifteen the most answers are agree 60.0% and the smallest answer is strongly disagree 3.3%. question item to the sixteenth the most answers are agree 50.0% and the smallest is very disagree at 6.7%. Based on the results of the

regression test $Y = a + b.X$, or $Y = 6.325 + 0.515X_1$ The higher the leadership variable, the better the employee performance. If the leadership is good, the performance will also be good, this is influenced by the behavior of the leader to be fair, provide suggestions, support the achievement of goals, as a catalyst, create a sense of security, as a representative of the organization, a source of inspiration, and be respectful. The regression coefficient value of the leadership variable is positive, namely 0.515, meaning that if the leadership variable increases by 1% while motivation is assumed to remain the same, it will cause an increase in leadership of 0.515. The coefficient value indicates that the leadership value has a positive effect on company performance.

This illustrates that when the leadership value increases, performance will increase. Based on the hypothesis test, it shows that leadership has a positive and significant effect on employee performance. This is indicated by the t-value of $4.336 > t$ table 1.701 and a significant level of $0.000 < 0.05$. So there is a significant positive influence between leadership (X) on employee performance (Y). This is in line with what was stated by Armstrong (2014) who stated that leadership is the process of inspiring all employees to work as well as possible to achieve the expected results.

The Influence Of Work Motivation On The Performance Of Brimob Polda South Sumatra Personnel

Motivation is an important variable, where motivation also needs to receive great attention for organizations in improving the performance of their employees. Work motivation is the drive or enthusiasm that arises in a person or employee to do something or work, because of external stimuli, both from superiors and the work environment, as well as the basis for meeting needs and satisfaction, and fulfilling responsibilities for the tasks given and carried out in the organization. Based on the results of respondents' answers to the motivation variable on the first question item, the most respondents' answers were agree as much as 56.7% and the smallest answer was strongly disagree at 6.7%, the second question item, the most respondents' answers were agree at 53.3% and the least were disagree 3.3%, on the third question item, the most respondents' answers were agree at 53.3% and the least were strongly disagree and strongly disagree 3.3%. the fourth question item, the most answers were disagree 46.7% and the smallest was strongly disagree 3.3%.

The fifth question item, the most frequent answer is agree at 50.0% and the smallest answer is disagree at 6.7%, the sixth question item, the most frequent answer is strongly agree at 73.3% and the smallest answer is strongly agree at 10.0%. Question item number 8, the most frequent answer is disagree at 26.7% and the smallest is strongly disagree at 3.3%, question item nine, the most frequent answer is agree at 36.7% and the smallest is strongly disagree at 3.3%, question item ten, the most frequent answer is agree at 53.3% and the smallest is strongly disagree at 6.7%. Based on the results of the regression test $Y = a + b.X_2$ or $Y = 6.325 + 0.162 X_2$ The higher the motivation variable, the better the employee's performance. If motivation is good, performance will also be good, this is influenced by relationships with coworkers and superiors, the work environment, opportunities to improve knowledge and skills, and the provision of benefits. The regression coefficient value of the motivation variable is positive, which is 0.162, meaning that if the motivation variable increases by 1% while leadership is assumed to remain the same, it will cause an increase in motivation of 0.162.

The coefficient value shows that the motivation value has a positive effect on company performance. This illustrates that when the motivation value increases, performance will increase. Based on the hypothesis test, motivation has a positive but insignificant effect, as indicated by the t count of $0.915 < t$ table 1.701 and a significance level of $0.386 < 0.05$. So that there is motivation that does not have a significant effect on employee performance. This means that motivation can be influenced by relationships with coworkers and superiors, the work

environment, opportunities to improve knowledge and skills, and the provision of benefits. This does not support what Morrison (2021) put forward, who defines motivation as a person's tendency to involve themselves in activities that lead to targets. If this behavior is directed at an object/target, then with this motivation the target or target will be achieved as much as possible so that the implementation of tasks can be carried out as well as possible, so that work effectiveness can be achieved. Furthermore, to clarify the meaning of motivation, the author will put forward several opinions as follows According to James L. Gibson (2017), motivation is a force that drives an employee that causes and directs behavior. Meanwhile, Kenneth N. Wexley and Gary A. Yuki (2017) define motivation as a process in which behavior is given energy and direction. From both explanations, there is an understanding that motivation can be interpreted as giving inner encouragement so that other parties move / take certain actions. So it can be further concluded that motivation is a series of activities to provide encouragement, namely not only to others but also to oneself. So that through this encouragement it is hoped that they will be able to act towards the desired goal. This is also supported by research conducted by Vera Parlinda, M. Wahyudin (2009) which shows that the work motivation variable has a positive but insignificant influence on company performance.

The Influence Of Leadership And Work Motivation On The Performance Of Brimob Polda South Sumatra Personnel

The table shows that if $F_{count} \leq F_{table}$, then H_0 can be accepted and if $F_{hitung} \geq F_{tabel}$ then H_a is accepted or significant. It can also use probability values. If the significance value $F < \alpha$ (alpha), then the research hypothesis can be accepted. By comparing the arithmetic statistics with the table statistics, based on the table above, the amount of $F_{count} = 31,030$, while F_{table} is determined based on the degree of error or $\alpha = 5\%$ and the degree of freedom, dk numerator = k and dk denominator $(n-k-1)$ from the table will be obtained F ($\alpha = 5\%$, dk numerator = 2 dk denominator = 30) with an F_{table} value of 4.196 . Based on the calculation, it can be stated that $F_{count} > F_{tabel}$, namely $31,030 > 2.58$, which means that there is a significant simultaneous influence between the independent variables on the dependent variable. Based on the probability in the table above, calculate $31,030$ with a significance level of 0.000 much smaller than the significance level used, which is 0.05 , then reject H_0 and accept H_i , which means that the research hypothesis stating that there is an influence between leadership and motivation on performance simultaneously can be accepted. From the results above, it is known that company performance is influenced by leadership and motivation so that if the company wants to improve performance, the company must manage leadership and motivation optimally.

CONCLUSION

Based on the results of data analysis conducted by the author, the conclusions in this study are as follows:

1. Leadership has a positive and significant effect on the performance of South Sumatra Brimob Personnel. With a t-value of $4.336 > t$ table 1.701 and a significance level of $0.000 < 0.515$. So it is concluded that the better the leadership that is created, the more employee performance increases, and vice versa, the worse the leadership, the worse the personal performance.
2. Motivation does not have a significant effect on the performance of South Sumatra Brimob Personnel. With a t-value of $0.915 < t$ table 1.701 and a significance level of $0.386 < 0.05$. So it is concluded that the better the motivation that is created, the more personnel performance increases, and vice versa, the worse the motivation, the worse the employee performance. Motivation in the South Sumatra Police Mobile Brigade environment is poor, so in this study motivation does not affect the personal performance of the South Sumatra Police Mobile Brigade.

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