

Variables that Affect the Performance of the Members of the Traffic Unit Polresta Padang with the Satisfaction of Work as a Variable Intervening

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ABSTRACT : This research aims to determine the variable that affects the performance of the members of the Traffic Unit (satafterwards) of Padang police with job satisfaction as a Intervening variable. The research samples are actually 92 members of the Traffic Unit (Satthus) Polresta Padang. The method of research with a quantitative approach with a pathway analysis method and a hypothesis test using the T test with SPSS is used to analyse the data. The results showed that: 1) Working discipline has significant effect on job satisfaction, 2) significant impact on job satisfaction, 3) Working discipline is significant to the performance of members, 4) significant integrity of the member's performance, 5) job satisfaction has significant effect on the member's performance, 6) There is no influence of the working discipline variable on the performance of members that are mediated by job satisfaction, and 7) there is no influence of integrity variables on the performance of members mediated by job satisfaction.

Keywords: Work discipline, integrity, job satisfaction, performance

1. INTRODUCTION

The Traffic Unit (satafterwards) is an implementing element of the police that organizes the duties of care, arrangement, patrol, public education and traffic engineering. The form of routine activities conducted by Satthen is to register and identify motorists, traffic enforcement, accident investigation in order to create security, order and smoothness during the traffic. Other activities include driving permit service (DRIVER's license), vehicle registration number (STNK), motor vehicle owner's book (BPKB) and traffic accident investigation.

Today, Polresta Padang has many obstacles in controlling the case of accidents and traffic violations. Data Satthus Polresta Padang in the year 2017 cases of accident 576 cases, increased in the year 2018 as many as 614 cases. The traffic is also increased from the year 2016-2018, and can be seen in the table below.

Table 1: Total ticket withdrawal year 2016-2018 at Sat after wards Polresta Padang

Years	Tilang Withdrawal (sheet)
2016	26.267
2017	24.257
2018	30.884
Amount	81.408

Source: Satthus Polresta Padang, 2019

Based on the above data, the total period of 2016-2018 ticket expenditure reaches 81,408 sheets. In 2016 the number of ticketed production was 26,267 sheets, declining in 2017 as many as 24,257 sheets. However, the ticketed production increased significantly in 2018 as much as 30,884 sheets. The increase in the number of ticketed expenditure indicates that the public awareness of the orderly cross is still lacking and the performance of members of the Satdan Polresta Padang still needs to be improved.

Based on the problem, the formulation of the following problem is presented:

1. How is the effect of working discipline on the work satisfaction of the members of the Traffic Unit (satafterwards) Polresta Padang?
2. How does integrity affect the work satisfaction of a member of the Polresta Padang traffic unit?
3. How does the discipline influence the performance of a member of the Traffic Unit (satafterwards) Polresta Padang?
4. How does integrity affect the performance of the members of the Traffic Unit (Satthus) Polresta Padang?
5. How is the effect of job satisfaction on the performance of the members of the Traffic Unit (Satthus) Polresta Padang?
6. How is the effect of working discipline on the performance of a member of the Traffic Unit (Satlalu) Polresta Padang with job satisfaction as a intervening variable?
7. How does integrity affect the performance of the members of the Traffic Unit (Satlalu) Polresta Padang with job satisfaction as a intervening variable?

2. LITERATURE REVIEW

1. Performance

Performance in the opinion of Moeheriono (2014:95), is a description of the level of achievement of an implementation program or policy in realizing the objectives, objectives, vision and mission of the organization that is poured through the strategic planning of an organization. Wibowo (2011:48) defines performance as each individual's responsibility for the job, helping to define performance expectations, strive for a bagisupervisor framework and workers to communicate with each other. While the opinions of Mangkunegara (2013:67), regarding performance is the result of work in quality and quantity achieved by an officer in carrying out his duties in accordance with the responsibilities given to him.

2. Working Discipline

Hasibuan (2012:193) states that discipline is one's awareness and willingness to obey all applicable organizational and norms rules. According to her obedience is the attitude of someone who is willing and has the awareness to obey all the rules and ordinances and norms that apply around it. Meanwhile, the willingness to demonstrate the behavior and deeds of a person by without force to heed and follow the rules and norms that exist, either written or unwritten. While consciousness demonstrates the attitude of self-control characterized by the mental and moral good work. While according to Afandi (2016:1) discipline is a tool that is used by management to change a behaviour and as an effort to increase the awareness and willingness to obey all organizational regulations and social norms that apply.

3. Integrity

The word integrity comes from the root of the word "integrated", which means that various parts of character and skill play an active role in us, which is evident in our decisions and actions. To be able to produce good performance in the workplace, one must have in him must be honest, brave, fighting, build rapport, intelligent self-organizing, orderly, and well-planned (Salwa et al, 2018). According to Mulyadi (2014:56), integrity is a character element underlying the emergence of professional recognition. Integrity is the quality that underpins the public trust and is a benchmark for members to test all the decisions he takes.

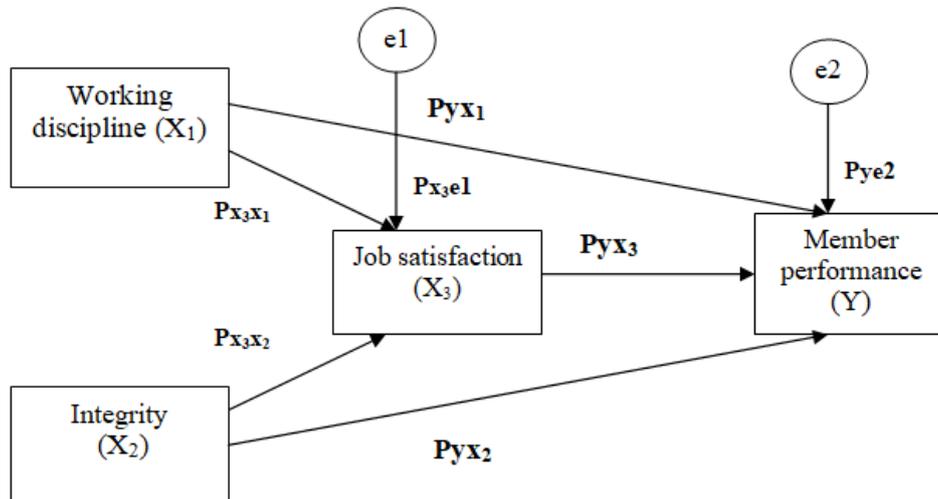


Figure 2
The influence structure of exogenous variables against endogenous variables

4. DATA ANALYSIS AND DISCUSSION

Data processing with SPSS program to determine the significance and magnitude of the influence of the exogenous variable to endogenous variables through Path analysis.

a. First and second hypothesis tests

To analyse the influence of variable work discipline and integrity of work satisfaction presented in table 2 follows:

Table 2
Influence of work discipline and integrity of job satisfaction

Endogenous variables	Variable exogenous	Line coefficient (Beta)	Value Sig.	Description	Coefficient of determination
Job satisfaction (X ₃)	Working discipline (X ₁)	0,499	0,000	Signifikan	0,457 = 45,7%
	Integritas (X ₂)	0,266	0,004	Signifikan	

R Square = 0,457

Source: Primary Data (processed, 2020)

Based on table 2, the equation is known as sub-structure 1:

$$X_3 = 0,499 X_1 + 0,266 X_2 + e_1$$

Description equation Sub Structure 1:

b₁ = 0,499, It means that there is a positive influence between the working discipline variables (X₁) towards job satisfaction (X₃). This shows that the higher the discipline of the member's work, the higher the job satisfaction will be. Likewise, the lower the discipline of the members, the lower the job satisfaction will be.

b₂ = 0,266, It means that there is a positive influence between the integrity variable (X₂) on job satisfaction (X₃). This shows that the higher the integrity of the members, the higher the job satisfaction will be. Likewise, the lower the integrity of the member, the lower the job satisfaction will be.

From table 2 can be performed partial tests of each variable the cause of the variable due to the following:

1. Effect of working discipline on job satisfaction

1. Analysis results of the influence of work discipline variable to work satisfaction obtained $p_{x_3x_1}$ value. $X_1 = 0.499$ with a significant level level $0.000 < 0.05$. The results of the analysis show that there is a significant

influence of variable working discipline to the work satisfaction of the members of the Traffic Unit (Satthus) Polresta Padang.

2. Effect of integrity on job satisfaction

The analysis results influence variable integrity of work satisfaction obtained β value. $\beta = 0.266$ with a significant level level of $0.004 < 0.05$. The results of the analysis show that there is a significant influence of variable working discipline to the work satisfaction of the members of the Traffic Unit (satafterwards) Polresta Padang.

Thus can be obtained diagram of the path for SUB structure 1 which can be described as follows:

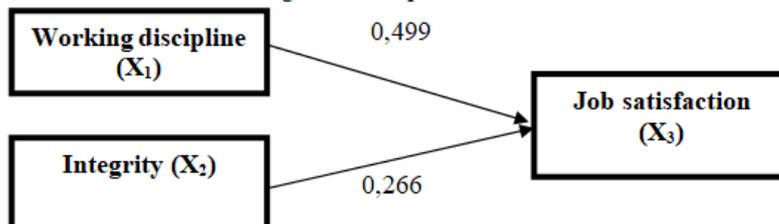


Figure 3
Sub structural path Diagram I

Third, fourth and fifth hypothesis tests

To analyse the influence of work discipline variables, integrity and satisfaction of employee performance of employees presented in table 3 follows:

Table 3
Influence of work discipline, integrity and job satisfaction on member performance

Endogenous variables	Variable exogenous	Line coefficient	Probability	Description
Member performance (Y)	Working discipline (X ₁)	0,228	0,015	Significant
	Integrity (X ₂)	0,230	0,007	Significant
	Job satisfaction (X ₃)	0,448	0,000	Significant
<i>R Square = 0,597</i>				

Source: Primary Data (processed, 2020)

According to table 3 above can be known equations sub structure 2 namely:

$$Y = 0,228 X_1 + 0,230 X_2 + 0,448 X_3 + e_2$$

Description Equation Sub Structure 2:

$b_1 = 0,228$, means that there is a positive influence between the working discipline variables (X₁) to the member's performance (Y). This suggests that the higher the discipline of the members, the performance of the members will increase. The contrary, the lower the discipline of the member's work, the performance of members will be declining.

$b_2 = 0,230$, means that there is a positive effect between the integrity variable (X₂) on the member's performance (Y). This shows that the higher the integritasmember, then the performance of members will be increased. In contrast, the lower the integrity of members, the performance of members will be decreasing.

$b_3 = 0,448$, It means that there is a positive influence between the work satisfaction variable (X₃) of the member performance (Y). This suggests that the higher the satisfaction of members ' work, then the performance of members will be increased. In contrast, the lower the satisfaction of members ' work, the performance of members will be decreasing.

From table 3 can be performed partial tests of each variable cause against variables as follows:

1. Effect of working discipline on member performance

Analysis results of the influence of working discipline variables to the performance of members acquired PYX1 value. $\beta = 0.228$ with a significant level level $0.015 < 0.05$. The results of the analysis

showed that there was a significant influence of working discipline variables on the performance of the members of the Traffic Unit (Satthus) Polresta Padang.

2. Effect of integrity on member performance

Hasil analisis pengaruh variabel integritas terhadap kinerja anggota diperoleh nilai $p_{YX_2.X_2} = 0,230$ dengan tingkat level signifikan $0,007 < 0,05$. Hasil analisis menunjukkan bahwa terdapat pengaruh yang signifikan variabel integritas terhadap kinerja anggota Satuan Lalu Lintas (Satlantas) Polresta Padang.

3. Effect of job satisfaction on member performance

The analysis result of the impact of work satisfaction variables on member performance obtained P_{YX_3} value. $X_3 = 0.448$ with a significant level level of $0.000 < 0.05$. The results of the analysis showed that there was a significant influence of job satisfaction variables on the performance of the members of the Traffic Unit (satafterwards) Polresta Padang.

Thereby get the chart path for Substructures 2 which can be described as follows:

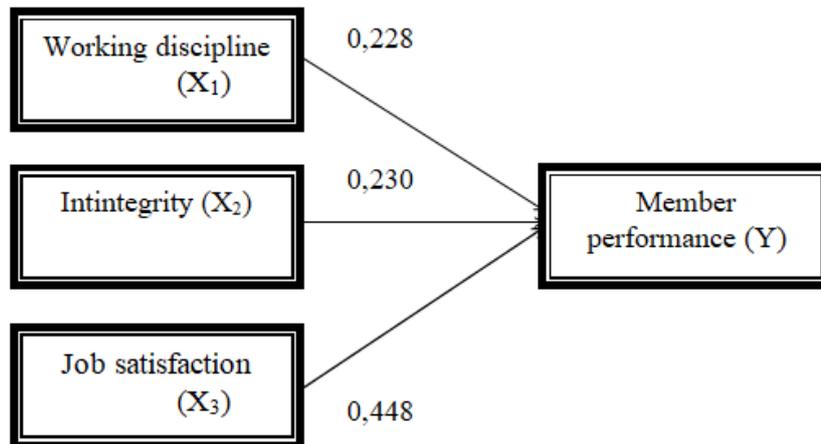


Figure 3
Sub structural path Diagram 2

Coefficient of determination

Calculation results of coefficient of determination for sub structuring equations 1 and 2 can be shown in the following table 4:

Table 4
Calculation Result of Coefficient of Determination

Equation	Variable relationships	R Square
Sub Structure 1	Work discipline and integrity of job satisfaction	0,457
SUB Structure 2	Work discipline, integrity and job satisfaction on member performance	0,597

Source: Primary Data (processed, 2020)

Based on table 4 can be calculated the total R^2 values as follows:

1. For equation sub structure 1:

$$P_{\epsilon 1} = \sqrt{1 - R^2}$$

$$P_{\epsilon 1} = \sqrt{1 - 0,457}$$

$$P_{\epsilon 1} = \sqrt{0,543}$$

$$P_{\epsilon 1} = 0,737$$

2. For equation sub Structure 1:

$$P_{\epsilon 1} = \sqrt{1 - R^2}$$

$$P_{\epsilon 1} = \sqrt{1 - 0,597}$$

$$P_{\epsilon 1} = \sqrt{0,403}$$

$$P_{\epsilon 1} = 0,635$$

$$\text{Total } R^2 : = 1 - (0,737 \times 0,635) = 1 - 0,4679 = 0,5321$$

From the above results obtained a total coefficient of determination of 0.5321. This means that 53.21% of the member's performance can be explained by work discipline variables, integrity and job satisfaction. The remaining 46.79% is described by other variables not examined in this study.

Path Analysis

Intervening is a variable between which radiate endogenous variable relationships with exogenous variables. The research Model provides an indirect influence of work discipline and integrity towards the performance of members through job satisfaction. The mediation test is done using the analysis path or path analysis as follows:

1. Job satisfaction serves as a intervening variable between work discipline and the performance of a member of the Traffic Unit (satafterwards) Polresta Padang. To determine the influence of an exogenous variable into endogenous variables either directly or indirectly can be seen as follows:

Direct effect of variable X_1 to Y

$$Y \leftarrow X_1 \rightarrow Y (p_{yx_1})(p_{yx_1})$$

$$= (0,228) \times (0,228) = 0,052 = 5,2\%$$

Indirect effect from X_1 to Y via X_3

$$Y \leftarrow X_1 \Omega X_3 \rightarrow Y (p_{yx_1})(p_{x_3.x_1})(p_{yx_3})$$

$$= (0,228) \times (0,499) \times (0,448) = 0,051 = 5,1\%$$

Based on the calculations above, it is obtained that the direct influence of working discipline to the performance of the member is 0.052 (5.2%), while the indirect influence of the working discipline variable to the performance of the work satisfaction is 0.051 (5.1%). From these results it can be concluded that the work satisfaction variable cannot serve as a intervening variable because its efficiency value is less than the direct impact ($0.051 < 0.052$).

2. Job satisfaction acts as a intervening variable between the integrity and performance of the member of the Traffic Unit (Satthus) Polresta Padang. To determine the influence of an exogenous variable to the endogenous variable either directly or indirectly can be seen as follows: the direct effect of variable X_2 against Y

$$Y \leftarrow X_2 \rightarrow Y (p_{yx_2})(p_{yx_2})$$

$$= (0,230) \times (0,230) = 0,053 = 5,3\%$$

Pengaruh tidak langsung dari X_2 ke Y melalui X_3

$$Y \leftarrow X_2 \Omega X_3 \rightarrow Y (p_{yx_2})(p_{x_3.x_2})(p_{yx_3})$$

$$= (0,230) \times (0,266) \times (0,448) = 0,027 = 2,7\%$$

Based on the calculations above, it is obtained that direct influence integrity of the members ' performance is 0.053 (5.3%), while the indirect influence of integrity variables against the member's performance through job satisfaction of 0.027 (2.7%). From these results it can be concluded that the work satisfaction variable cannot serve as a intervening variable because its efficiency value is less than the direct impact ($0,027 < 0,053$). Thus obtain the analysis model of the line which can be described as follows:

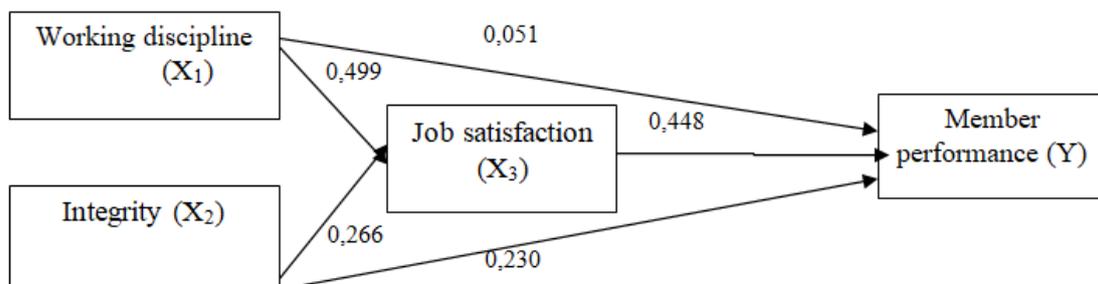


Figure 4 Line Analysis Model

Table 5
Hypothesis Testing Summary Results

Hypothesis	Statement	Test results
H ₁	Working discipline affects the work satisfaction of the members of the Traffic Unit (Satthus) Polresta Padang.	Accepted
H ₂	Integrity affects the work satisfaction of the members of the Traffic Unit (Satthus) Polresta Padang.	Accepted
H ₃	Working discipline affects the performance of the members of the Traffic Unit (Satthus) Polresta Padang.	Accepted
H ₄	Integrity affects the performance of the members of the Traffic Unit (Satthus) Polresta Padang	Accepted
H ₅	Job satisfaction affects the performance of the members of the Traffic Unit (Satthus) Polresta Padang	Accepted
H ₆	Working discipline affects the performance of a member of the Polresta Padang traffic unit with job satisfaction as a intervening variable.	Rejected
H ₇	Integrity affects the performance of the members of the Padang Police (satthen) Polresta field with job satisfaction as a intervening variable	Rejected

5. CONCLUSIONS AND SUGGESTIONS

Conclusions

Based on the research results on the effects of working discipline and the integrity of the performance of the member of the Traffic Unit (satafterwards) Polresta Padang with the satisfaction of the intervening variable, can be concluded as follows:

1. Working discipline is positive and significance to the work satisfaction of the members of the Traffic Unit (satafterwards) Polresta Padang. It means that if the higher the discipline of the member work, then the job satisfaction will be higher.
2. Integrity positively and significantly affect the work satisfaction of the members of the Traffic Unit (satafterwards) Polresta Padang. This means that if the integrity of the member is higher, then the job satisfaction will be higher.
3. The working discipline is positively and significantly significant to the performance of the member of the Traffic Unit (Satthus) Polresta Padang. This means that if the higher the discipline of the member, then the performance of the membership is increasing.
4. Integrity positively and significantly affect the performance of the members of the Traffic Unit (Satthus) Polresta Padang. That means if the higher the integrity of members, then the performance of members will increase.
5. Job satisfaction has a significant and positive effect on the performance of the members of the Traffic Unit (Satthus) Polresta Padang. It means the higher the job satisfaction, the higher the member performance.
6. There is no influence of a variable working discipline on the performance of members mediated by job satisfaction. This means that with the job satisfaction intervention it will not increase the effect of working discipline on the performance of the members of the Traffic Unit (Satmaka) Polresta Padang.
7. There is no influence of integrity variables on the performance of members that are mediated by job satisfaction. This means that with the job satisfaction intervention it will not increase the impact of integrity on the performance of the members of the Traffic Unit (Satmaka) Polresta Padang.

Suggestions

Based on the results of the research, the author presented some advice to the traffic Unit (satafterwards) Polresta Padang as follows:

1. Based on the test result the greatest influence coefficient is work satisfaction, so the author suggested to the Traffic Unit (satafterwards) Polresta padangto pay more attention to the indicators in improving the satisfaction of members ' work.

2. Improve work discipline especially in the preventive discipline by performing tasks according to the prevailing procedures and improving the firmness and fairness by the leadership so as to make the members of the Traffic Unit (satafterwards) Polresta Padang work better.
3. Traffic units (satafterwards) of Padangpolresta are advised to pay more attention to the integrity of the members by increasing member responsibilities to the task, instilling values that can build the performance of members to behave according to prevailing norms.
4. The results of the study note that the direct effect of the work discipline variable on member performance has the lowest coefficient value. For this reason, the Traffic Unit (Satlantas) of the Padang Police District paid more attention to this variable in order to improve the performance of members.

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