

Members of the Indonesian National Police's Response to the Organizational Commitment Constructions

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Abstract

This study aims to determine the response of members of the Republic of Indonesia police to the organizational commitment of organizational commitment. This research was conducted from June to June 2018 at the Indonesian National Police. Population is all members of the police at the Metrojaya Regional Police, South Sulawesi Regional Police and Bengkulu Regional Police. Samples were 800 members of the National Police in the Metrojaya, South Sulawesi and Bengkulu regions. Data source is primary data and secondary data. Analysis of the data used is descriptive statistics using a Likert scale. The results showed construct of organizational justice in the three Polda with the highest average value of 4.92 was obtained by indicator X1 (trust in the goals and values of the organization) with the category of answers strongly agree. This shows that this indicator is the strongest predictor that forms the construct of organizational justice in the three Polda. The lowest average value of 2.14 is obtained by indicator X5 (lack of alternative work) with the not agreed category.

Keywords: Members of the National Police, organizational commitment, responses

INTRODUCTION

Human resources in an organization is a critical factor for the effectiveness of the activities in the organization. Every company whatever its form and type, will need human resources who can think, act and be skilled in facing the success of a company. To that end, companies are required to improve the quality of resources so that there is an increase in employee performance and can contribute to improving company performance. One of the things that can affect employee performance or work performance is organizational commitment (Sapitri, 2016; Respatiningsih and Sudirjo, 2105). What the organization demands of its members is employee commitment to the organization at work. Organizational commitment is an important behavioral dimension that can be used to assess an employee's tendency to stay as a member of an organization. Commitment is the identification and relevance of someone who is relatively strong to the organization. Employees with high organizational commitment have different attitudes compared to those with low commitment. High organizational commitment produces work performance, low absenteeism and low employee turnover. High commitment makes individuals concerned with the fate of the organization and strives to make the organization better. With a high commitment, the possibility of a decrease in performance can be avoided. Organizational commitment plays an important role in improving employee performance. The purpose of organizational commitment is to correct mistakes that occur so as not to occur continuously. The organizational commitment that is carried out well will be able to improve the performance and performance discipline of employees and employees will always be responsible for the work carried out.

Commitment is a psychological condition that characterizes the relationship between employees and the organization and has implications for the individual's decision to remain or leave the organization. However, the nature of psychological conditions for each form of commitment is very different. Efforts to develop the concept of commitment have succeeded with the popularity of the three-component commitment model developed by Meyer and Allen (1991). Also, affective commitment is similar to what was developed by Moody et al. (1982), maintain a three-component commitment approach in which normative commitment and continuity as a whole are part of commitments related to attitude. Most research on the three components of commitment focuses on developing reliable and orderly measurement instruments, but little research on behavioral outcomes is linked to different

commitments. Several studies have shown that sufficient engagement can have a positive effect and continuous commitment can negatively affect employee performance (Meyer and Allen, 1991). Work commitment and job satisfaction are popular topics in research related to attitude. Job commitment and job satisfaction are related variables and affect job performance (Mathieu and Zajac's ,1990). With the importance of work commitment in the organization, it is necessary to know the response of the National Police Members to the construct that can be known from members of the National Police representing the Metrojaya Regional Police, South Sulawesi Regional Police and Bengkulu Regional Police.

RESEARCH OF METHODS

This research was conducted in April 2018 until June 2018 in the Metrojaya Regional Police, South Sulawesi Regional Police and Bengkulu Regional Police. The entire population is spread over three regions. Sampling using representative sampling method. Concerning the opinion of Hair *et al.* (2010) took the highest number of conditions, so the number of samples in this study was as many as 800 people. Data collection using questionnaires and interviews. Data sources are primary data and secondary data. Analysis of the data used is descriptive statistics using a Likert scale.

RESULT AND DISCUSSION

Organizational commitment is a strong desire to remain as a member of a particular organization, a desire to strive in accordance with the wishes of the organization, as well as individual beliefs and acceptance of organizational values and goals. In other words, it is an attitude that reflects employee loyalty to the organization and the ongoing process whereby members of the organization express their concern for the organization and success and continuous progress (Luthan, 2006). According to Robbins (2008) that there are 3 dimensions of organizational commitment, namely: Affective Commitment, Normative Commitment, and Continuous Commitment.

One of the things that can affect employee performance or work performance is organizational commitment. What the organization demands of its members is employee commitment to the organization at work. Organizational commitment is an important behavioral dimension that can be used to assess an employee's tendency to stay as a member of an organization. Commitment is the identification and relevance of someone who is relatively strong to the organization. To find out the response of Indonesia national police members to organizational commitment, see table 1

Table 1. Responses from Indonesia National Police Members to the Structure of Organizational Commitment

organizational commitment	STS		TS		CS		S		SS		Total Score	Aver age	Answer category
	F	S (1)	F	S (2)	F	S (3)	F	S (4)	F	S (5)			
x_1 trust in the goals and values of the organization	0	0	0	0	0	0	61	244	739	3.695	3.939	4,92	Very agree
x_2 Work hard for the institution	19	19	42	84	92	276	133	532	514	2.570	3.481	4,35	Very agree
x_3 the desire to stay afloat	21	21	73	146	117	351	216	864	373	1.865	3.247	4,06	Agree
x_4 Lost investmen	0	0	0	0	0	0	163	652	637	3.185	3.837	4,80	Very agree
x_5 lack of alternative work	175	175	336	672	289	867	0	0	0	0	1.714	2,14	Not agree
x_6 Expenditures if leaving the institution	108	108	143	286	179	537	256	1.024	114	570	2.525	3,16	quite agree
x_7 work loyalty	0	0	0	0	0	0	645	2.580	155	775	3.355	4,19	Agree
x_8 Cultural experience	221	221	203	406	321	963	36	144	19	95	1.829	2,29	Quite agree
x_9 Sanctions for changing employment	145	145	268	536	198	594	102	408	87	435	2.118	2,65	Quite agree
Total	689	689	1.065	2.130	1.196	3.588	1.612	6.448	2.638	13.190	26.045	3,62	Agree

Table 1 shows that the construct of organizational justice in the three regional police with the highest average value of 4.92 was obtained by indicator X1 (trust in the goals and values of the organization) with the category of answers strongly agree. This shows that this indicator is the strongest predictor that forms the construct of organizational justice in the three regional police.

The lowest average value of 2.14 is obtained by indicator X5 (lack of alternative work) with the not agreed category. This shows that this indicator is the weakest predictor but still contributes to the establishment of organizational justice constructs in the three Regional Police. The results of this research are in accordance with Christina's (2012) and Akbar et al (2017) opinion that individuals in organizations are aware of their rights and obligations in the organization regardless of the position and position of each individual, because the achievement of organizational goals is the work of all members of the organization that are collective.

CONCLUSION

The response of members of the Indonesian National Police to the organizational commitment is to strongly agree and the highest value is the indicator of trust in the goals and values of the organization and the police member has an opinion that disagrees with the indicator of the lack of alternative work with the lowest value

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