

ANALYSIS OF EDUCATION AND TRAINING INFLUENCE ON THE COMPETENCE AND PERFORMANCE OF PARTICIPANTS OF THE MOBILE BRIGADE (BRIMOB) LOCAL POLICE (POLDA RIAU)

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ABSTRACT

The purpose of this study was to examine the effect of education and training on the competence and performance of the tamtama mobile brigade (Brimob) of the regional police (Polda Riau). The method used in collecting data in this study was a questionnaire. The sample in this study was the entire population of the regional police Mobile Brigade (Polda Riau) totaling 131 members using the census method. The data analysis technique in this study uses descriptive analysis and Equation Model Structure analysis (SEM) with the help of SmartPLS 3.0 software. The results of the study indicate that education has a very significant impact on competence and performance, training has a very significant impact on competence and performance, and competence has a very significant impact on the performance of the Regional Police Mobile Brigade (Polda Riau).

Keywords: Education, Training, Competence, Performance

INTRODUCTION

Human resources are people in the organization (Renaldo, Jollyta, et al., 2022) who contribute ideas and do various types of work in achieving organizational goals. The contribution in question is the thoughts and work they do in various activities within the company. In terms of human resources, what is covered is not limited to experts, educational staff or experienced staff, but all the workforce used by the company to realize its goals (Sukirno, 2006).

The existence of an organization is determined by the presence of competent human resources. Every organization is formed for a certain reason and to achieve this goal humans are needed as one of the instruments. There is another assessment which says that human resource management can be interpreted as the utilization of human resources within the organization, which is carried out through the functions of human resource planning, recruitment and selection, human resource development, planning, competency development, compensation, and welfare as well as occupational safety and health and industrial relations (Marwansyah, 2010).

One of the organizations that must maintain its existence is the National Police. The Indonesian National Police or what is often abbreviated as Polri in relation to government is one of the functions of the state government in the field of maintaining public order and security, law enforcement, protection, protection and service to the community, which aims to realize internal security which includes maintaining security and public order, order and law enforcement, implementation of protection, protection and service to the community, as well as fostering public tranquility by upholding human rights.

Regulation Number 2 of 2002 concerning the National Police of the Republic of Indonesia in Article 13 states that the National Police is a state instrument that plays a role and has the main task of maintaining regional security and order, regulatory requirements, providing asylum guarantees, and public administration related to maintaining security in the country. Mobile Brigade (Brimob) has the main task of assisting regional police duties and securing various types of high-level crimes. The main task of Brimob is different from the duties of other police units, where members of Brimob have the task of dealing with high-intensity crimes and security disturbances such as riots or anarchic demonstrations, terrorism, disturbances of separatist groups, organized crime armed with fire or explosives, handling

chemical and biological weapons, maintaining regional and radioactive security (KBR) and carrying out search and rescue (SAR) activities (Yudra & Hidayat, 2018)

Brimob is an extraordinary paramilitary task force housed within the Indonesian National Armed Forces. Brimob is also known as the most established unit within the Polri environment (Juprizon et al., 2022; Rafizal et al., 2022). In carrying out their duties and responsibilities, Brimob is expected to have the talent and ability to be capable, just like the regional police Brimob unit (Polda Riau). The performance (Renaldo & Augustine, 2022) of Brimob personnel is the success rate of a person in carrying out their duties and the efforts made to achieve the set goals. Personnel performance can be optimal (Renaldo, Suhardjo, et al., 2022) if it is supported by good skills and strong motivation. The achievement of organizational performance (Elfita et al., 2022; Istiana et al., 2022; Ngatno et al., 2022) is influenced by human resource/personnel factors. These resources can be increased by education and training attended by the Riau Police Mobile Brigade.

Observations made by the author found that the Riau Police Mobile Brigade still had several problems in achieving performance, namely the community hoped that the regional police Mobile Brigade (Riau Police) would be responsive in solving problems, as well as completeness in handling problems that occurred in the community. The problems that arise certainly make the performance (Putra & Renaldo, 2020) of the regional police Mobile Brigade (Polda Riau) less than optimal, considering that there are still cases of disturbances in the jurisdiction of the regional police Mobile Brigade (Riau Police). Cases of disturbance that occur are usually demonstrations, terrorism, handling of explosives, and robbery.

The performance of the mobile brigade (Brimob) for the regional police (Polda Riau) is still not optimal, this can be seen from the speed of handling which is still lacking. The performance of the mobile brigade (Brimob) can be increased through training and education. One form of training and education that exists in Polri institutions in accordance with Perkap No. 14 of 2015 concerning the Indonesian National Police Education System in Article 15 paragraph 3 is Specialization Education and Development (Specialization Education and Development). However, the ability, knowledge and understanding of the implementation of the duties carried out by the Private Brimob at the Riau Police are still lacking. Private Brimob personnel from the Riau Police who have been placed as needed but have never received a training and development program. In this case, the problem of developing the competency of the Brimob enlisted personnel through training and specialization development that does not go according to expectations of human resource development can be a problem for the Riau Police organization, especially the Riau Police Mobile Brigade Unit, where there can potentially be a problem in increasing the competence of enlisted personnel hampered so that it will lead to a capacity crisis.

The results of the pre-survey conducted revealed that the level of competency satisfaction (Atika et al., 2022) for the Mobile Brigade (Brimob) of the Riau Police was still in the criteria of being quite competent and not yet competent. In order for the competencies produced by the Riau Police Mobile Brigade to run well, quality (Sudarno et al., 2022) human resources are needed. In order to realize quality and competitive human resources, it is necessary to develop comprehensive competencies within the Polri organization, especially for the Riau Police Mobile Brigade. Competency coaching or development is part of human resource management. This refers to the definition of human resource management presented by Handoko (1998), namely the withdrawal, selection, development, maintenance and use of human resources to achieve both individual and organizational goals. Personnel competency development aims to prepare members for the implementation of certain tasks within the Polri organization.

Research conducted by Robeth Friska Lumban Gaol (2018) found that performance, training and placement had a significant effect on the performance of Brimob personnel. Competence is the biggest factor influencing employee performance. From this understanding it shows that the higher the competency, the higher the employee performance. This research was conducted at the regional police Mobile Brigade (Riau Regional Police).

The aims of this study are: (1) To analyze the effect of education on the competence of enlisted mobile brigade (Brimob) regional police (Riau Regional Police), (2) To analyze the effect of training on the competence of enlisted mobile brigade (Brimob) regional police (Riau Regional Police). (3) To analyze the effect of education on the performance of enlisted mobile brigade (Brimob) regional police (Riau Police), (4) To analyze the effect of training on the performance of enlisted mobile brigade (Brimob) regional police (Riau Police), and (5) To analyze the influence of competence on the

performance of enlisted mobile brigade (Brimob) regional police (Riau Regional Police).

LITERATURE REVIEW

Education

Education is something that is very important and cannot be separated in the life of the nation and state. The advancement of a nation will be determined by the progress of education of a nation. According to Melmambessy Moses (2012) education is a process of transferring knowledge (Panjaitan et al., 2022) systematically from one person to another according to standards set by experts. According to the National Education System Law No. 20 (2003) education indicators are: (1) level of education, and (2) suitability of majors.

Training

Training (Renaldo, Putra, et al., 2022) is a process to help employees or workforce to gain effectiveness in their work, both now and in the future by developing appropriate thoughts, actions, skills, knowledge and attitudes (Sastrohardiwiroyo, 2001). Then Armstrong (1992) defines training as a planned process to improve attitudes, knowledge and skills through a learning process to achieve effective performance in an activity or group of activities. According to Rivai and Sagala (2014) training indicators are: (1) suitability of training materials (2) training participants (3) training facilities (4) teaching staff, and (5) training time.

Brimob Member Performance

In government organizations, the manufacturing industry, services and other organizations including ABRI and Polri, human resources have a very decisive role in developing the quality of work of members. Competency-based human resource development has been developed in the United States since 1973, based on the fact that to predict the success rate of employees at work, it is best to use a competency approach. According to the Decree of the Head of the National Police of the Republic of Indonesia Number 18 of 2012, namely: (1) maintenance of security and public order, (2) law enforcement in a fair manner, (3) professional human resources, (4) excellent public police services, and (5) operational effectiveness.

Competence

Competence is a skill and knowledge that comes from the social and work environment that is absorbed, mastered and used as an instrument to create value by carrying out tasks and work as well as possible (Hartanto, 2009). According to Fadillah, et al (2017) competency indicators are: (1) personal character, (2) self-concept, (3) knowledge, (4) skills, and (5) work motivation.

Research Hypothesis

The relationship of each research variable is: (1) Education can influence a person's competence, (2) Training can affect competence, (3) Education has a positive effect on performance, (4) Training has a positive effect on performance, (5) Competence has significant influence on performance. From the relationship between each of these variables, the alternative hypotheses proposed in this study are as follows (1) Education has a Positive and Significant Influence on the Competence of the Regional Police Brimob (Riau Police) (2) Education has a Positive and Significant Influence on the Performance of the Regional Police Brimob (Riau Police). (3) Training Has a Positive and Significant Impact on the Competence of the Regional Police Mobile Brigade (Riau Police). (4) Training has a positive and significant impact on the performance of the Regional Police Mobile Brigade (Riau Regional Police). (5) Competence Has a Positive and Significant Influence on the Performance of Brimob Regional Police (Riau Regional Police).

METHODOLOGY

Place and Time of Research

This research was conducted at the Regional Police (Polda Riau) Pekanbaru City which is located at Jl. KH. Ahmad Dahlan, Kp. Malay, Kec. Sukajadi, Pekanbaru City. The time of research starts from June 2022 to September 2022.

Population and Sample

According to (Sugiono, 2014) population is a generalization area consisting of objects/subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions. In this study, the total population was all enlisted staff in the Regional Police Mobile Brigade (Riau Police), totaling 131 people. Where the Mobile Brigade (Brimob) of the Regional Police (Riau Police) was used as a sample.

Table 1. Variable Operational Definition

| No | Variable | Indicator | Scale |
|----|------------------|---|----------|
| 1 | Education (X1) | 1. Educational level 2. Suitability of majors UU SISDIKNAS No. 20 (2003) | Interval |
| 2 | Training (X2) | 1. The suitability of the training materials 2. Training participants 3. Training facilities 4. The teaching staff 5. Training time Rivai and Sagala (2014) | Interval |
| 3 | Competence (Y1) | 1. Maintenance of public order and security 2. Enforce the law in a fair manner 3. Excellent Public Service of the National Police 4. Operational Effectiveness Decree of the Head of the National Police of the Republic of Indonesia Number 18 of 2012 | Interval |
| 4 | Performance (Y1) | 1. Personal characteristics 2. Self Concept 3. Knowledge 4. Skills 5. Work Motivation Fadillah, et al (2017) | Interval |

Data analysis technique

Descriptive Analysis

Methods of data analysis using descriptive analysis with a discussion of the characteristics of the respondents associated with the responses of respondents. (1) Analysis of Respondent Characteristics. Analysis of the characteristics of the respondents consisted of the age of the respondent, the gender of the respondent, the respondent's position, the respondent's certification. The analysis to be carried out is in the form of analysis using the mode. (2) Analysis of Respondents' Responses Analysis of respondents' responses contains a discussion of respondents' responses associated with the characteristics of the respondents.

Questionnaire Feasibility Test

Validity Test is a test conducted to measure the accuracy of research instruments or questionnaires. The questionnaire is said to be valid if the questions or statements from the questionnaire are able to reveal something that will be measured by the questionnaire. According to Ghozali (2016) the accuracy of the questionnaire can be measured using the correlation coefficient. The questionnaire is said to be good and valid if the correlation coefficient is above 0.30. While the reliability test is a questionnaire test conducted with the intention (Habibi et al., 2022) of measuring the consistency of respondents' answers. The reliability test was carried out with the cronbach alpha statistical test. The Cronbach alpha test limit is ≥ 0.70 (Ghozali 2016).

SEM Smart PLS Path Analysis Test

The stages of structural equation analysis are: (1) Model development based on theory. The model that

has been designed must be based on a causal relationship and this relationship must be supported by existing theory. This stage has been discussed in chapter 2 in building models and hypotheses. (2) Prepare path diagrams and structural equations. Before arriving at the results of the analysis in the form of goodness of fit, it is necessary to first check the assumptions underlying the validity of the model that has been made. The assumptions in SEM can be divided into two parts, namely assumptions related to the model and assumptions related to parameter presumptions and hypothesis testing. The assumptions related to parameter estimation and hypothesis testing in SEM (Ghozali 2017) are: Education (X1) Training (X2) Competence (Y1) Performance (Y2) (1) The number of samples must be large (asymptotic). (2) Distribution of normal multivariate observe variables. (3) The hypothesized model must be valid. (4) The measurement scale must be continuous (interval).

Data Processing Process and Hypothesis Testing

The next step is to process data using Smart PLS 3.0. The results obtained can be directly used to test the hypothesis.

RESEARCH RESULTS AND DISCUSSION

Questionnaire Data Validity and Reliability Test

In order to find out if the data is valid, the data must first be processed through a test using the SmartPLS program. The validity test is stated to be valid if the Corrected Item-Total Correlation value is > 0.30 , while the reliability test is stated to be reliable if the Cronbach's Alpha value is above 0.70. Based on the research results, the variables of education, training, competence and performance can be said to be valid. Whatever the results of the data validity test regarding the variables in this study, all of them met the criteria.

Smart PLS Construct Reliability

The next stage is testing the consistency of measurement (reliability) with Average Variance Extract (AVE) and Composite Reliability (CR). High reliability indicates that the indicators have high consistency in measuring their latent constructs. Reliability can be known through the Composite Reliability (CR) and Average Variance Extracted (AVE) values. Composite reliability is said to be good if it has a value of ≥ 0.6 . The AVE value is said to be good if it has a value ≥ 0.5 . Data from the AVE and CR test results are shown below:

Table 2. Questionnaire Test Using Smart PLS

| Variable | Cronbach's Alpha | Composite Reliability | Average Variance Extracted (AVE) |
|-----------------|-------------------------|------------------------------|---|
| Education | 0.904 | 0.933 | 0.776 |
| Training | 0.930 | 0.941 | 0.616 |
| Competence | 0.948 | 0.957 | 0.735 |
| Performance | 0.970 | 0.974 | 0.772 |

Source: Processed Results of Smart PLS, 2022

Multicollinearity Test

According to Ghozali (2012) the multicollinearity test aims to test whether a regression model finds a correlation between independent (independent) variables. To find whether or not multicollinearity exists in the regression model, it can be seen from the Variance Inflation Factor (VIF) value. Tolerance measures the variability of independent variables that cannot be explained by other independent variables. So, a high VIF value indicates high collinearity. The commonly used cut off value is the VIF value < 10 . The following are the results of the multicollinearity test from this study, namely:

Table 3. Multicollinearity Test

| Independent Variable | Competence | Performance | Conclusion |
|-----------------------------|-------------------|--------------------|-------------------------------|
| Education | 1.407 | 2.629 | There is no multicollinearity |
| Training | 1.407 | 1.522 | There is no multicollinearity |

Source: Processed Results of Smart PLS, 2022

Determination Coefficient Test

Table 4. Coefficient of Determination

| Endogenous Variables | R Square | Adjusted R Square |
|----------------------|----------|-------------------|
| Competence | 0.635 | 0.630 |
| Performance | 0.645 | 0.636 |

Source: Smart PLS Processed Results, 2022

From table 11 it can be seen that the adjusted R-Square of the Regional Police Mobile Brigade (Riau Regional Police) is 0.630 or 63%. Thus, the competence of the Regional Police Mobile Brigade (Polda Riau) is influenced by education and training by 63%. While the remaining 37% is influenced by other factors not disclosed in this study. As for the adjusted R-Square, the performance of the Regional Police Mobile Brigade (Riau Police) was 0.636 or 63.6%. Thus, the performance of the Regional Police Mobile Brigade (Polda Riau) is influenced by the competency variable with performance of 63.6%. While the remaining 36.4% is influenced by other factors not disclosed in this study.

Path Coefficients SEM PLS

The two structural equations produced in this study can be seen from the Smart PLS output on Regression Weights in the following table:

Table 5. Path Coefficients SEM PLS

| Influence Between Variables | Original Sample (O) | T Statistics (O/STDEV) | P Value | Conclusion |
|-----------------------------|---------------------|------------------------|---------|----------------------|
| Education -> Competency | 0.668 | 10.544 | 0.000 | Significant Positive |
| Education -> Performance | 0.246 | 3.912 | 0.000 | Significant Positive |
| Training -> Competency | 0.205 | 2.798 | 0.005 | Significant Positive |
| Training -> Performance | 0.288 | 4.436 | 0.000 | Significant Positive |
| Competency -> Performance | 0.388 | 4.534 | 0.000 | Significant Positive |

Source: Processed results of Smart PLS

Based on the table above, it can be explained that the variables of education and training have a positive and significant relationship to competency and performance. While competence has a positive and significant relationship to performance.

Discussion

The Influence of Education on the Competence of the Mobile Brigade (Brimob) of the Regional Police (Polda Riau)

The results of this study indicate that education has a significant positive effect on competence, this can be seen from the results of statements from education that get good ratings. The educational statement that received a high rating was "continuing higher education levels". From the results of this study it can be interpreted that the better the development of education will make a good contribution to the competence of the regional police Mobile Brigade (Riau Police).

In accordance with research conducted by (Ricky Fajar Adiputra 2012), that Education has a significant influence on competence. Thus it can be concluded that education can influence employee work competence. Education can affect a person's competence, if someone wants to be competent then he must have a better education, because it is from education that we get knowledge that can later be applied in people's lives.

The Influence of Education on the Performance of the Mobile Brigade (Brimob) of the Regional Police (Riau Police)

The results of this study indicate that education has a significant positive effect on performance, this can be seen from the results of statements from education that get good ratings. The educational statement that received a high rating was "continuing higher education levels". From the results of this study it can be interpreted that the better the development of education will make a good contribution to the performance of the regional police Mobile Brigade (Polda Riau).

According to research conducted by (Angelia 2012), education has a positive and significant influence on competence. Education is closely related to one's performance (Gusriani et al., 2022; Imarni et al., 2022; Sirait et al., 2022), if someone has a good education then the resulting performance will also be good, conversely if someone does not have a good education then the resulting performance will also not be good. Thus it can be concluded that education has a positive influence on performance.

The Influence of Training on the Competence of the Mobile Brigade (Brimob) of the Regional Police (Polda Riau)

The results of this study indicate that training has a significant positive effect on competence, this can be seen from the results of statements from training that get good ratings. The training statements that received high ratings were "appropriateness of the material with the level of education" and "motivated the participants". From the results of this study it can be interpreted that the better the training development will make a good contribution to the competence of the regional police Mobile Brigade (Riau Police).

In accordance with research conducted by (Rifki 2015), that training affects competence. Training is the most important thing for someone to improve or explore competence in themselves, thus it can be concluded that training can affect employee competence.

The Effect of Training on the Performance of the Mobile Brigade (Brimob) of the Regional Police (Riau Police)

The results of this study indicate that training has a significant positive effect on performance, this can be seen from the results of statements from training that get good ratings. The training statements that received high ratings were "appropriateness of the material with the level of education" and "motivated the participants". From the results of this study it can be interpreted that the better the training development will make a good contribution to the performance of the regional police Mobile Brigade (Riau Police).

In accordance with research conducted by (Yuliati 2015), that training has a significant effect on performance. Training is closely related to the performance produced by a person, because with training a person will know what his weaknesses are and how to overcome these weaknesses. Thus it can be concluded that training has an influence on performance.

The Effect of Competence on the Performance of Mobile Brigade Polda Riau Mobile Brigade (Brimob) Regional Police (Polda Riau)

The results of this study indicate that competence has a significant positive effect on performance, this can be seen from the results of statements of competence that get good ratings. The competency statement that gets a high rating is "making a work plan before working". From the results of this study it can be interpreted that the better the competence of the regional police Mobile Brigade (Riau Police) will make a good contribution to the performance of the regional police Mobile Brigade (Riau Police).

In accordance with research conducted by (Kadek Ayu 2019) that competence has a positive and significant effect on performance. Thus it can be concluded that competence has a positive and significant influence on employee performance.

CONCLUSION

Based on the results of the analysis and testing of the hypotheses that have been carried out, the conclusions in this study can be drawn as follows: (1) Education has a significant positive effect on competence, meaning that the better the development of education will make a good contribution to the competence of the Regional Police Mobile Brigade (Riau Police). (2) Education has a significant positive effect on performance, meaning that the better the development of education will make a good contribution to the performance of the Regional Police Mobile Brigade (Polda Riau). (3) Training has a significant positive effect on competence, meaning that the better the training development will make a good contribution to the competence of the Regional Police Mobile Brigade (Polda Riau). (4) Training has a significant positive effect on performance, meaning that the better the training development will make a good contribution to the performance of the Regional Police Mobile Brigade (Polda Riau). (5) Competence has a significant positive effect on performance, meaning that the better competency

development will make a good contribution to the performance of the Regional Police Mobile Brigade (Polda Riau).

Suggestions for this research for agencies if they want to improve the competence and performance of the Riau Police Mobile Brigade must pay more attention to education and training. Agencies must always make good commitments (Yarmanelis et al., 2022) that support by increasing the competence and performance of the Riau Police Mobile Brigade, providing educational and training facilities that support, and providing benefits or incentives in accordance with the workload carried out by employees, so that employees are more enthusiastic about carrying out official duties. It is recommended for further academics or researchers for future researchers to add other variables, because the results of this study still need influencing factors to improve the competence and performance of the existing Riau Police Mobile Brigade. It is recommended for further researchers who are interested in the same theme, with this research it is suggested to use another sampling method with a larger sample size so that the influence of the independent and dependent variables is more measurable, stronger, better.

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