

The Influence of Competency and Self-Efficacy on the Performance of Police Members in the Operational Division of Korlantas Polri through Organizational Commitment as an Intervening Variable

By Rahma Larasati Qadr

Abstract

This research is a quantitative study which aims to determine and prove the influence of competence and self-efficacy on the performance of police members in the operational division of Korlantas Polri through organizational commitment as an intervening variable. This research uses primary data with a sample of 57 people. Data analysis uses the Structural Equation Modeling (SEM) approach with the Partial Least Square (PLS) method via the Smart PLS 3.0 application. The research results show that (1) Competency has a significant positive effect on Employee Performance; (2) Self-Efficacy has a significant positive effect on Employee Performance; (3) Competency has a significant positive effect on Organizational Commitment; (4) Self-Efficacy has a significant positive effect on Organizational Commitment; (5) Organizational Commitment has a significant positive effect on employee performance; (6) Competence has a significant positive effect on Employee Performance through the role of Organizational Commitment as an intervening variable; (6) Self-efficacy has a significant positive effect on employee performance through the role of organizational commitment as an intervening variable.

Keywords: *Competence, Self-Efficacy, Organizational Commitment, Employee Performance*

Pengaruh Kompetensi dan Efikasi Diri terhadap Kinerja Anggota Kepolisian Bag Ops Korlantas Polri melalui Komitmen Organisasi sebagai Variabel *Intervening*

Oleh Rahma Larasati Qadr

Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui dan membuktikan pengaruh kompetensi dan efikasi diri terhadap kinerja Anggota Kepolisian Bag Ops Korlantas Polri melalui komitmen organisasi sebagai variabel *intervening*. Penelitian ini menggunakan data primer dengan sampel sebanyak 57 orang. Analisis data menggunakan pendekatan Structural Equation Modelling (SEM) dengan metode Partial Least Square (PLS) melalui aplikasi Smart PLS 3.0. Hasil penelitian menunjukkan bahwa (1) Kompetensi berpengaruh signifikan positif terhadap Kinerja Pegawai; (2) Efikasi Diri berpengaruh signifikan positif terhadap Kinerja Pegawai; (3) Kompetensi berpengaruh signifikan positif terhadap Komitmen Organisasi; (4) Efikasi Diri berpengaruh signifikan positif terhadap Komitmen Organisasi; (5) Komitmen Organisasi berpengaruh signifikan positif terhadap kinerja pegawai; (6) Kompetensi berpengaruh signifikan positif terhadap Kinerja Pegawai melalui peran Komitmen Organisasi sebagai variabel *intervening*; (6) Efikasi Diri berpengaruh signifikan positif terhadap Kinerja Pegawai melalui peran komitmen organisasi sebagai variabel *intervening*.

Kata Kunci : Kompetensi, Efikasi Diri, Komitmen Organisasi, Kinerja Pegawai