

***THE EFFECT OF DISCIPLINE, MOTIVATION, AND COMPETENCE ON
THE PERFORMANCE OF EMPLOYEES OF THE DEPOK CITY POLICE
UNIT***

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Abstract

This study aims to analyze the effects of work discipline, work motivation, and competence on employee performance at the Civil Service Police Unit (Satpol PP) of Depok City. A quantitative approach was employed using a sample of 72 respondents determined through the Slovin formula. Data were collected using a Likert-scale questionnaire and analyzed using Partial Least Squares-Structural Equation Modeling (PLS-SEM) with SmartPLS 4 software. The results indicate that work discipline, work motivation, and competence have positive and significant effects on employee performance. Work discipline has the strongest influence on employee performance with a path coefficient of 0.482 ($t = 5.778$; $p < 0.001$), followed by work motivation with a coefficient of 0.305 ($t = 4.856$; $p < 0.001$) and competence with a coefficient of 0.284 ($t = 4.956$; $p < 0.001$). These findings indicate that continuous improvements in work discipline, work motivation, and competence can significantly enhance the performance of employees at the Civil Service Police Unit of Depok City.

Keywords: *Work Discipline, Work Motivation, Competence, Employee Performance, PLS-SEM.*

PENGARUH DISIPLIN, MOTIVASI, DAN KOMPETENSI TERHADAP KINERJA PEGAWAI SATUAN POLISI PAMONG PRAJA KOTA DEPOK

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja, motivasi kerja, dan kompetensi terhadap kinerja pegawai pada Satuan Polisi Pamong Praja Kota Depok. Penelitian menggunakan pendekatan kuantitatif dengan jumlah sampel sebanyak 72 responden yang ditentukan menggunakan rumus Slovin. Pengumpulan data dilakukan melalui penyebaran kuesioner dengan skala Likert, sedangkan analisis data menggunakan metode Partial Least Squares-Structural Equation Modeling (PLS-SEM) dengan bantuan perangkat lunak SmartPLS 4. Hasil penelitian menunjukkan bahwa disiplin kerja, motivasi kerja, dan kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai. Disiplin kerja memberikan pengaruh paling dominan terhadap kinerja pegawai dengan nilai koefisien jalur sebesar 0,482 ($t = 5,778$; $p < 0,001$), diikuti motivasi kerja sebesar 0,305 ($t = 4,856$; $p < 0,001$) dan kompetensi sebesar 0,284 ($t = 4,956$; $p < 0,001$). Temuan ini menunjukkan bahwa peningkatan disiplin kerja, motivasi kerja, dan kompetensi secara berkelanjutan mampu meningkatkan kinerja pegawai pada Satuan Polisi Pamong Praja Kota Depok.

Kata Kunci: Disiplin Kerja, Motivasi Kerja, Kompetensi, Kinerja Pegawai, SEM-PLS.