



INFLUENCE OF WORK CULTURE, REWARDS AND PUNISHMENT ON THE PERFORMANCE OF GORONTALO POLICE MEMBERS

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Article history:	Abstract:
<p>Received: 20th July 2023 Accepted: 20th August 2023 Published: 24th September 2023</p>	<p>In achieving its goals , police agencies need police officers who have performance the good one. The performance of police officers must continue to be improved. This study aim For know influence culture work , reward and punishment to performance member Police. Method used in study This is study quantitative that is analyzing quantitative/statistical research data with the aim of testing hypotheses. Study results This show that work culture has a positive and significant effect on member performance police station , so that if it is cultural work increases, the member's performance increases police officers increase, on the contrary if culture work decreases, the member's performance decreases police force decreased. Rewards have a positive and significant effect on performance member police station , so if the reward increases, the member's performance will increase Police officers increase, conversely, if rewards decrease, member performance will decrease police force decreased. Punishment has a positive and significant effect on member performance police station, so can explained that if punishment increases, member performance will increase police officers increase, on the other hand, if punishment decreases then member performance will increase Police decreased</p>

Keywords: Culture Work , Reward , Punishment , Performance

INTRODUCTION

Human Resources are the most important asset for a government apparatus because of their role as subjects implementing policies and implementing operational activities. Therefore , it is important for a government apparatus to pay attention to factors that motivate employees to work well in order to obtain job satisfaction . According to Setianingsih (2017) an important principle in the compensation management system is that high achievements must be given appropriate rewards and if they violate regulations in the organization or agency, appropriate sanctions must be given . and fair . Continuity of development carried out at this time In this case , the quality of existing human resources must be received serious attention from both the government and the private sector. Therefore, it is necessary to develop human resources which are potential productive sources that can be converted into real productive sources (Bukit, Malusa & Rahmat, 2017)

In police agencies, Human Resources are police officers, where these police officers are the ones carrying out the work and will try their best to complete the task well, while the agency is expected to provide awards that are appropriate to the work that has been carried out by the police officers . In achieving its goals , police agencies need police officers who have performance the good one. The performance of police officers must continue to be improved. Based on Perkap Number 3 of 2011 concerning giving awards within the Indonesian National Police explain that the Award is a form of recognition given to civil servants at the National Police who have contributed and/or excelled in carrying out their duties as well as Indonesian Citizens (WNI) and Foreign Citizens (WNA) who have contributed to helping and supporting the implementation of the National Police's duties, developing and advancing the National Police organization.

Giving rewards to police officers who excel as a form of remuneration for what they have done and as motivation to improve performance police officer. On the contrary If a police officer commits a violation, punishment will be given according to the violation committed. The purpose of giving punishment is to improve performance police officer. Punishment is the threat of punishment which has the aim of correcting violators, maintaining applicable regulations and providing lessons to violators (Febrianti, 2014) . Apart from that , work culture is also one of the factors that influence employee performance. According to Sulaksono (2015) organizational culture is a form of way of behaving and interacting with members and influences the way members perform. Organizational culture will be able to create an environment that is conducive to improving the performance of members and agencies. Work culture is very

important to improve the quality of work, for example regulations regarding working hours, carrying out office work on time and providing the best service to the community .

In improving member performance Gorontalo Police requires implementation culture work , rewards and punishment , where members with good performance will receive rewards, while members with poor performance will receive appropriate punishment in order to improve their competence . every members . As in previous studies conducted by Nampo & Pandowo (2020) explained that if there is no implementation of rewards or punishments it will have an impact on the company, for example, many customer complaints or poor employee performance will occur, until the company's profits decrease because a lot of work is not done on time. This is certainly detrimental company or agency and p the cannot be allowed to continue to happen so just . The implementation of rewards and punishments given to each area of the Gorontalo Police requires better arrangements to be implemented fairly from the lower level to the leadership in accordance with the burden and risks of employees. Performance improvement will be realized because there is reciprocity between culture work , rewards and punishments who walk together. Punishment that arises for each member can encourage various achievements and reduce member violations.

According to Ndraha (2003) work culture is a group of basic thoughts or mental programs that can be utilized to increase work efficiency and human cooperation possessed by a group of people. The meaning of each work culture value includes (1) Discipline, namely behavior that is always based on rules and norms that apply well. inside and outside the agency . Discipline includes compliance with laws and regulations, procedures, traffic, working hours, interacting with partners, and so on. 2) Openness, namely readiness to give and receive correct information from and to fellow partners for the benefit of the agency . 3) Mutual respect, namely behavior that shows respect for individuals, the duties and responsibilities of other people and work partners. 4) Cooperation, namely the willingness to give and receive contributions from and/or to work partners in achieving agency goals and targets (Kreitner, 2003) . Based on description above _ Work culture is a philosophy as a value that is the nature, habits and driving force shared by every individual in the work environment of an organization. or agency .

Rewards are a motivation for employees to do their work. Good rewards are a system that is able to guarantee the satisfaction of agency employees, which in turn enables the company to acquire, maintain and employ a number of people who with various positive attitudes and behavior work productively for the benefit of the agency (Azdanal, Zamzam, & Rostiati, 2021) . According to Mardiana & Saleh (2021) The goal that must be achieved in giving rewards is to develop intrinsic and extrinsic motivation. Rewards are expected to build positive relationships between leaders and employees.

Punishment is an unpleasant consequence given by superiors to employees for certain behavior they have carried out. Punishment is defined as punishment given to employees in order to provide motivation to be better at carrying out their assigned tasks (Pramesti, Sambul & Rumawas, 2019) . So it can be explained that punishment is an unpleasant act in the form of a punishment given to an employee when a violation occurs so that it does not happen again. If punishment is given appropriately then this can be a tool to improve employee performance .

(Zainal, Ramly, Mutiz & Arafah, 2019) states that performance is the result or overall level of success of a person during a certain period in carrying out tasks compared to various possibilities, such as standard work results, targets or targets or criteria that have been determined in advance and agreed together.

The factors that influence performance include 1) psychological ability factors, employee abilities consist of potential abilities (IQ) above average with adequate education for their position and skills in carrying out daily work, making it easier to achieve the expected performance. Employees need to be placed in jobs that suit their skills. 2) motivation factors, motivation takes the form of an employee's attitude in facing situations, namely conditions that move employees to be directed towards achieving the goals of an agency.

RESEARCH METHODS

This study uses quantitative research methods. Quantitative research in this research was carried out to analyze quantitative/statistical research data with the aim of testing predetermined hypotheses . The sample in this study used a saturated sampling technique, namely using all members of the population totaling 30 employees. Hypothesis tested with use Simultaneous test (F statistical test), and partial test (t test).

RESEARCH RESULTS

Based on data processing carried out using SPSS 25, then obtained results from study this is what is described as following .

1. T Test Results

In the study This done testing hypothesis on each variable that is influence culture Work to performance member Gorontalo Police ; influence rewards to performance member Gorontalo Police ; and influence punishment to performance member Gorontalo Police .

Table 1 . Culture Work (X1)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	0.965	3,124		0.309	0.760
Culture Work	0.495	0.090	0.722	5,523	< 0.001

a. Dependent Variable : Performance

Ha was rejected because Work Culture has a calculated t value (5.523) > t table (1.705) and a sig value of 0.001 < 0.005 which has a reliable effect on member performance Gorontalo Police .

Table 2 . Rewards (X2)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5,848	2,063		2,834	0.088
Rewards	0.570	0.095	0.751	6,025	< 0.001

a. Dependent Variable : Performance

Ha is rejected because the reward has a calculated t value (6.025) > t table (1.705) and a sig value of 0.001 < 0.005 which has a reliable effect on member performance Gorontalo Police .

Table 3 . Punishment (X3)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5,390	2,334		2,311	0.028
Punishment	0.409	0.074	0.721	5,513	< 0.001

a. Dependent Variable : Performance

Ha is rejected because Punishment has a calculated t value (5.513) > t table (1.721) and a sig value of 0.001 < 0.005 which has a reliable effect on member performance Gorontalo Police .

2. F Test Results

Table 4 . F Test Results

Model	Sum Of Squares	Df	Mean Square	F	Sig.
Regression	155,433	3	51,811	16,576	< 0.001 _b
Residual	81,267	26	3,126		
Total	236,700	29			

a. Dependent Variable : Performance

b. Predictors: (Constant), Punishment , Reward , Culture Work

The results of the F test (Simultaneous) show that the calculated F value (16.576) > F table (2.96). So you can said that Work Culture and Reward and Punishment variables have a significant positive effect on member performance existing police force in Gorontalo Police .

3. Determination Test (R²)

The Determination Test is used to see how much the independent variable explains the dependent variable or dependent variable.

Table 5 . Determination Test Results (R²)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.810 ^a	0.657	0.617	16,576

a. Predictors: (Constant), Punishment , Reward , Culture Work

Based on the results of the Adjusted R Square work culture variable, reward and punishment amounted to 0.617 or 61.7%. Meanwhile, 38.3% were not in this study or influenced factor other .

DISCUSSION

Influence of Work Culture (X1) on member performance Gorontalo Police showed that work culture had a positive and significant effect on member performance police station , this is proven by the beta coefficient (β) value of 0.495 and a significant value of 0.001 . So that can explained that if culture work increases, the member's performance increases police officers increase, on the contrary if culture work decreases, the member's performance decreases Police are declining.

Effect of Reward (X2) on member performance Gorontalo Police showed that rewards had a positive and significant effect on members police station , this is proven by the beta coefficient (β) value which is positive at 0.570 and the significant value is 0.001 . So that can explained that if rewards increase, member performance will increase Police officers increase, conversely, if rewards decrease, member performance will decrease Police are declining.

Furthermore Effect of Punishment (X3) on member performance Gorontalo Police showed that punishment had a positive and significant effect on members ' performance police station , this is proven by the beta coefficient (β) value which is positive at 0.409 and the significant value is 0.001. So that can explained that if punishment increases, member performance will increase Police officers increase, on the other hand, if punishment decreases, the performance of members will increase Police decreased .

CONCLUSION

1. Culture Work influential positive and significant to performance member Police .
2. Rewards influential positive and significant to performance member Police .
3. Punishment influential positive and significant to performance member Police .
4. Culture work , reward , punishment have an effect positive and significant to performance member Police .

SUGGESTION

1. Leader can do evaluation performance in a way periodically so that can give rewards or award to members who get performance work and members who obey regulation as well as give penalty firm to violating member _ regulations
2. Police give facility complete and functional _ _ with Good like facility device hardness and availability comfortable seating and room , useful _ For increase performance member efficient and maximal police force in operate task .

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