

## PENGARUH MOTIVASI DAN KECERDASAN EMOSIONAL TERHADAP KINERJA ANGGOTA POLRI DI DIREKTORAT TINDAK PIDANA KORUPSI MARKAS BESAR POLISI REPUBLIK INDONESIA

Muhamad Guntor<sup>1\*</sup>, Muhammad Ramdhan<sup>2</sup>, Joned Ceilandra Saksana<sup>3</sup>

<sup>1-3</sup> STIE GANESHA JAKARTA

\*) Corresponding Author

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### Abstract

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This research was conducted at the Directorate of Corruption Crimes at Bareskrim Polri, involving a population of 88 personnel. Using a descriptive method with a quantitative approach, a sample of 88 respondents was obtained with a margin of error of 5%. The objective of this study is to determine and analyze the influence of motivation and emotional intelligence on the performance of personnel at the Directorate of Corruption Crimes, Bareskrim Polri. Questionnaires were distributed to respondents using probability random sampling, and quantitative data analysis was performed using multiple linear regression analysis with SPSS 22. The partial results indicate that both motivation and emotional intelligence positively and significantly affect the performance of personnel. Simultaneously, motivation and emotional intelligence also show a positive and significant influence, with a coefficient of determination ( $R^2$ ) of 56.9%. Motivation and emotional intelligence variables have a dominant influence on the performance of personnel, with a constant coefficient value of 0.583. This indicates that the higher the motivation and emotional intelligence of the personnel, the better their performance at the Directorate of Corruption Crimes, Bareskrim Polri.

### **Keywords:**

Motivation, Emotional Intelligence, Performance, Directorate of Corruption Crimes, Bareskrim Polri

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## **INTRODUCTION**

Human Resources (HR) within the Indonesian National Police (Polri) are integral to the progress and efficiency of the Police Force of the Republic of Indonesia. Polri is tasked with maintaining public order and security, enforcing the law, and providing protection, guidance, and services to the community, as mandated by Law No. 2 of 2002 concerning the Indonesian National Police. According to Article 20 of this law, the personnel in Polri consist of police officers and civil servants. Serving the public is one of the fundamental duties of civil servants within Polri.

Working as a civil servant in Polri is unpredictable and often lacks clear working hours. Such work conditions can become a source of stress for Polri personnel. Working under stress can reduce work quality and professionalism. Therefore, Polri personnel are required to enhance their emotional intelligence to manage their emotions effectively. According to Goleman (2015:13), emotional intelligence is the ability to control oneself, maintain enthusiasm and perseverance, and motivate oneself.

Polri personnel need to motivate themselves in performing their duties, given that their noble profession demands optimal public service. According to Farida (2016:24), work motivation is what causes, directs, and supports human behavior to work diligently and enthusiastically to achieve optimal results. Motivation and emotional intelligence tend to influence a person's attitude in performing tasks and handling problems in personal, group, or organizational life to achieve good performance outcomes. This background led the author to explore further by conducting a study titled "The Influence of Motivation and Emotional Intelligence on the Performance of Personnel at the Directorate of Corruption Crimes, Indonesian National Police Headquarters (MABES POLRI)."

### **Research Gap**

Despite extensive studies on HR management and organizational performance, there is a lack of specific research focusing on the combined impact of motivation and emotional intelligence on the performance of law enforcement personnel, particularly within Polri. Most existing studies address these factors independently without examining their synergistic effects on performance in a high-stress, unpredictable work environment like that of Polri. This research aims to fill this gap by providing empirical evidence on how motivation and emotional intelligence together influence the performance of Polri personnel.

## Novelty

This study's novelty lies in its focus on a unique and high-stress occupational group—Polri personnel. It integrates the concepts of motivation and emotional intelligence, which are often studied separately, to understand their combined impact on performance. Additionally, the study employs a robust methodological approach using multiple linear regression analysis to quantify these effects, providing a comprehensive understanding of how these psychological factors contribute to performance in a policing context.

## Research Objectives

The objectives of this research are:

1. To determine the influence of motivation on the performance of personnel at the Directorate of Corruption Crimes, Bareskrim Polri.
2. To assess the effect of emotional intelligence on the performance of personnel at the Directorate of Corruption Crimes, Bareskrim Polri.
3. To evaluate the combined impact of motivation and emotional intelligence on the performance of personnel at the Directorate of Corruption Crimes, Bareskrim Polri.

This study aims to provide actionable insights for Polri's HR management, suggesting strategies to enhance personnel performance through targeted motivational and emotional intelligence development programs. By addressing the identified research.

## METHODS

### Research Design

This study was conducted among members of the Directorate of Corruption Crimes at the Indonesian National Police Headquarters (MABES POLRI), located at Jl. Trunojoyo No.3, Kebayoran Baru, South Jakarta. The research period spanned from November 2021 to January 2022. The study employs a descriptive method with a quantitative approach. Descriptive research aims to depict the current conditions and phenomena at the research object, followed by in-depth, systematic, and logical analysis.

### Population and Sample

The population for this study comprises 88 members of the Directorate of Corruption Crimes at MABES POLRI. Given that the population size is 88 (less than 100), the entire population was selected as the sample, a method known as saturated sampling. Therefore, the sample size for this study is 88 respondents.

## Data Collection

Data was collected using a structured questionnaire designed to measure the variables and their indicators. The questionnaire consisted of statements to which respondents provided responses based on a scoring system.

## Validity Test

To ensure the accuracy and consistency of the data, the research instrument must be both valid and reliable. An instrument is considered valid if it measures what it is supposed to measure. In this study, the instrument comprised statements based on variables and their indicators. Respondent responses to each statement were grouped according to the score value of each statement. The validity of the instrument was determined by correlating the scores obtained for each statement item with the total score. The total score is the sum of all statement scores. The formula used to calculate the correlation value is the Pearson Product Moment Correlation, which is formulated as follows:

$$r = \text{Correlation Coefficient}$$

$$n = \text{Number of Samples (Respondents)}$$

$$x_i = \text{Score of Each Statement Item}$$

$$x_t = \text{Total Score of All Statements}$$

The validity test involves determining whether the correlation coefficient ( $r$ ) between the item scores and the total scores is significant. A significant correlation indicates that the instrument is valid.

## Reliability Test

Reliability refers to the consistency of the instrument in measuring what it is intended to measure. A reliable instrument will yield consistent results over repeated trials. The reliability of the instrument in this study was assessed using Cronbach's Alpha. An instrument is considered reliable if the Cronbach's Alpha value is greater than 0.600.

## Data Analysis

Quantitative data analysis was performed using multiple linear regression analysis with SPSS 22. This analysis helps determine the influence of independent variables (motivation and emotional intelligence) on the dependent variable (performance of personnel).

### Multiple Linear Regression Analysis

The multiple linear regression analysis model used in this study is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \epsilon$$

Where:

- $(Y)$  = Performance of Personnel
- $(\alpha)$  = Constant
- $(\beta_1)$  = Coefficient of Motivation (X1)
- $(\beta_2)$  = Coefficient of Emotional Intelligence (X2)
- $(\epsilon)$  = Error term

This model helps in understanding how motivation and emotional intelligence individually and collectively influence the performance of personnel at the Directorate of Corruption Crimes, MABES POLRI.

The analysis includes testing the significance of each coefficient to determine whether motivation and emotional intelligence significantly impact performance. The coefficient of determination ( $R^2$ ) is also calculated to measure the proportion of variance in the dependent variable explained by the independent variables.

By employing these methods, the study aims to provide a comprehensive understanding of the factors influencing the performance of Polri personnel, particularly focusing on motivation and emotional intelligence.

## RESULT AND DISCUSSION

### Main Result

The main result of this study shows that both work motivation and emotional intelligence have a positive and significant influence on the performance of personnel at the Directorate of Corruption Crimes, Indonesian National Police Headquarters (MABES POLRI). The analysis demonstrates that these factors individually and collectively contribute to the improved performance of the personnel.

### Empirical Results

#### 1. Respondent Characteristics

Based on the distribution of 88 questionnaires to Polri members at the Directorate of Corruption Crimes, 88 responses were collected and all were declared valid. The analysis includes the respondents' profile and related information, focusing on gender, age, and last education.

- Gender : The majority of respondents are male, comprising 62.5% (55 individuals), while females account for 37.5% (33 individuals).
- Age : Most respondents are aged 18-30 years, accounting for 36% (32 individuals), followed by those aged 31-40 years at 35% (35 individuals), and the fewest respondents are over 50 years old, making up 7% (6 individuals).
- Education : The majority of respondents have a Bachelor's degree (S1), making up 63.6% (56 individuals), while the rest have a Master's degree (S2), constituting 36% (32 individuals).

## 2. Multiple Regression Analysis

The multiple regression analysis was performed using SPSS version 22.00 to measure the influence of independent variables (work motivation and emotional intelligence) on the dependent variable (performance).

### a. Influence of Work Motivation on Performance

The results show that work motivation significantly affects performance, with an R square value of 0.583, indicating that work motivation contributes 58.3% to the performance of Polri personnel.

#### - Model Summary:

- R: 0.764
  - R Square: 0.583
  - Adjusted R Square: 0.578
  - Std. Error of the Estimate: 2.26959
- #### - Significance of Individual Parameters (t-test):
- t-value: 10.971
  - Significance: 0.000

These results indicate a significant partial influence of work motivation on performance.

### b. Influence of Emotional Intelligence on Performance

The results indicate that emotional intelligence significantly impacts performance, with an R square value of 0.569, indicating that emotional intelligence contributes 56.9% to the performance of Polri personnel.

#### - Model Summary :

- R: 0.755
  - R Square: 0.569
  - Adjusted R Square: 0.564
  - Std. Error of the Estimate: 2.30685
- #### - Significance of Individual Parameters (t-test):

- t-value: 10.665
- Significance: 0.000

These results indicate a significant partial influence of emotional intelligence on performance.

#### c. Combined Influence of Work Motivation and Emotional Intelligence on Performance

The combined analysis shows that work motivation and emotional intelligence together significantly affect performance, with an R square value of 0.688, indicating that these factors contribute 68.8% to the performance of Polri personnel.

- Model Summary :
  - R: 0.829
  - R Square: 0.688
  - Adjusted R Square: 0.680
  - Std. Error of the Estimate: 1.97586
- Simultaneous Significance (F-test) :
  - F-value: 93.640
  - Significance: 0.000

These results confirm the significant simultaneous influence of work motivation and emotional intelligence on performance.

#### Comparison with Previous Studies and Theory

The empirical results align with Goleman (2015:13), who highlights the importance of emotional intelligence in managing oneself and maintaining motivation and perseverance. Additionally, Farida (2016:24) emphasizes that work motivation drives and supports behavior to achieve optimal results. This study's findings corroborate these theories by demonstrating that both motivation and emotional intelligence significantly influence performance.

Previous studies often explore these factors separately, but this research provides a comprehensive view of their combined effects in a high-stress, unpredictable work environment, enhancing the understanding of how these psychological factors contribute to performance in law enforcement.

The findings indicate that enhancing both work motivation and emotional intelligence is crucial for improving the performance of Polri personnel. These insights can inform HR management strategies at Polri, focusing on targeted development programs to boost motivation and emotional intelligence, ultimately leading to better performance outcomes. Future research should explore additional variables and broader populations to further understand the factors influencing Polri personnel's performance.

## CONCLUSION

The results of this research indicate that work motivation (X1) has a positive and significant influence on performance (Y). This conclusion is drawn from the obtained value of  $(t_{\text{hitung}} > t_{\text{tabel}})$ , which is  $10.971 > 1.988$ , and an R square value of 0.583 or 58.3%. This suggests that work motivation has a moderate positive impact on performance. Therefore, it can be stated that there is a positive and significant influence of work motivation on performance. Furthermore, the influence of emotional intelligence (X2) on performance (Y) is also significant and positive. This is evidenced by the value of  $(t_{\text{hitung}} > t_{\text{tabel}})$ , which is  $10.665 > 1.988$ , and an R square value of 0.569 or 56.9%. This indicates that emotional intelligence has a moderate positive impact on performance. Hence, it can be concluded that there is a positive and significant influence of emotional intelligence on performance. When analyzing the combined influence of work motivation (X1) and emotional intelligence (X2) on performance (Y), the research results show that  $(F_{\text{hitung}} > F_{\text{tabel}})$ , which is  $93.640 > 3.10$ , and an R square value of 0.688 or 68.8%. This indicates that both work motivation and emotional intelligence together have a strong positive influence on performance. Thus, it can be concluded that there is a positive and significant combined influence of work motivation and emotional intelligence on the performance of personnel at the Directorate of Corruption Crimes, Indonesian National Police Headquarters (MABES POLRI).

## Policy Recommendations

Based on these findings, it is recommended that the Indonesian National Police focus on enhancing both work motivation and emotional intelligence among their personnel. Training programs and workshops aimed at improving these aspects can lead to better performance outcomes. Additionally, regular assessments and feedback mechanisms should be implemented to ensure continuous development and improvement in these areas. By prioritizing these factors, the Indonesian National Police can achieve higher levels of professionalism and efficiency in their operations.

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