The Influence of Work Enthusiasm and Work Motivation on The Performance of The South Sumatra Talang Coconut Sector Police Force

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A R T I C L E I N F O

ABSTRACT

Work enthusiasm shows the emotional and mental reaction of a person to his work, work enthusiasm affects the quality and quantity of personnel performance. This study aims to analyze the effect of work enthusiasm and work motivation on the performance of Talang Kelapa Sector Police Personnel. The object of this research is the Talang Kelapa sector police personnel as many as 67 people. The analysis technique used in this research is multiple linear analysis which is processed using the help of the Statistical Product and Service Solution (SPSS) computer program version 26. Based on the results of the validity of the questionnaire items, it is obtained that the questionnaire that has been prepared meets the valid criteria or is suitable for use in this study. Based on the results of the multiple linear regression coefficient tests, the final equation $Y = 27.245 + 0.339 (X1) + 0.455 (X_2) + 2.484$ is obtained. Based on the results of the calculation of the coefficient of determination (R^2), it is known that the effect of work enthusiasm and work motivation on the performance of Talang Kelapa Sector Police Personnel is 54.3%. Based on the analysis results in the table above, the significance value of the simultaneous F test calculation results of 0.000 is smaller than 0.05. So it can be seen that the work enthusiasm and work motivation variables simultaneously have a significant effect on the performance variable. From the results of the study, it can be concluded that the influence of work enthusiasm and work motivation has a positive and significant effect on the performance of Talang Kelapa Sector Police Personnel.

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1. INTRODUCTION

In general, the term human resource refers to a person who acts as the engine of an organization. Both businesses and institutions function as resources whose skills must be trained and developed. One of the organizational resources, HR (human resources) includes everyone involved in the activity (Busro, 2018). In general, organizational resources can be divided into two categories human resources and non-human resources. Non-human resources include things like capital, machinery, technology, materials, and others. Human resources are productive individuals who act as drivers in businesses and institutions that function as assets, so they must be trained and

developed. There are two types of macro human resources, namely macro human resources, namely the total population in an area who work, and micro human resources, namely people who work in an institution or business (Susan, 2019)

Work spirit is an environment in the workplace that shows enthusiasm and inspires employees to work better and more efficiently. Work spirit is about various psychological forces of pressure in the workplace (Busro, 2018). Morale is about various psychological forces of pressure in the workplace. Morale can also be interpreted as a constructive work climate or atmosphere of an organization that shows enthusiasm for work. constructive work climate or atmosphere of an organization that shows enthusiasm at work, motivating them to work better and more productively. Motivating them to work better and more productively. Work spirit must also be supported by work motivation so that work becomes maximized (Hidayat et al., 2019)

Stated that morale is fueled by motivation, which allows them to collaborate, and work effectively and honestly in all circumstances, resulting in satisfaction. effectively, and honestly in all circumstances, resulting in satisfaction. The motivation of action moves the atmosphere of a person to do hard work and arouses a person's atmosphere to do hard work so that they can collaborate in preparing a work plan so that they can collaborate in developing plan to achieve a goal. (Adha et al., 2019).

The police is an independent institution that reports directly to the President of the Republic of Indonesia. The main task of the police is to protect the rights arising from Article 2 of Police Law No. 1 of 2002 concerning the National Police of the Republic of Indonesia. The Republic of Indonesia is mentioned in the duties of the National Police of the Republic of Indonesia is to organize police work. status of Government in 4 Fields of Security Assurance and Public Order, Police, Security, Defense, and Public Services (Afandi, 2018).

The Talang Kelapa Police Sector is located in the middle of the community. Talang Kelapa sub-district is also close to the outskirts of Palembang City which is on the South Sumatra Provincial road on the East Cross route. For transportation facilities task transportation and task equipment are inadequate. Because infrastructure is inadequate the task of serving, protecting, and protecting the community is still lacking. community protectors Talang Kelapa Sector Police Personnel are still less than optimal. maximum. However, service to the community must be as optimal as possible.

The population density of Talang Kelapa Sub-district is not balanced by the number of police personnel required. the number of Talang Kelapa Sector Police Personnel required. The occurrence of congestion at certain points during the morning when company employees come to work and in the afternoon when employees return home from work results in long four-wheeled vehicle congestion. This is due to the crossroad is still not wide enough. Security disturbances in the jurisdiction of the Talang Kelapa Police Sector Talang Kelapa are very high with the ratio of the number of personnel so that it is not balanced.

Based on this, the work enthusiasm and work motivation of Talang Kelapa personnel still need to be improved, especially in the management section, such as the management department. Kelapa personnel still need to be improved, especially in management sections such as complaints, reporting, and examination of criminal cases so that produce a more optimal personnel performance, as well as for more effective service to the community. service to the community more effectively. With the openness of the leader to his personnel, therefore the person must also ask for suggestions from the leader in order to improve good performance between personnel and leaders. Because of this, the work enthusiasm of the Personnel must be maximized because as Personnel in accordance with Law No. 2 of the Year. maximized because as Personnel in accordance with Law No. 2 of 2002, which regulates a decision of the Republic of Indonesia. 2002, which regulates a decision of the Republic of Indonesia to carry out the main responsibilities of protecting, serving, and protecting the people. to carry out the main responsibilities of protecting, serving, and protecting the community.

2.   RESEARCH METHOD

In this study, the authors took the object of research at the Talang Kelapa Sector Police in South Sumatra. This research focuses on human resource management variables such as the influence of work enthusiasm, work motivation, and performance in relation to the performance of Polri members so that having enthusiasm and motivation at work can improve performance and

quality. This research uses personnel and leaders of the Talang Kelapa Sector Police in South Sumatra as the object of research.

Data collection technique is one aspect that plays a very important role in the smoothness and success of a study by collecting the data needed to answer the formulation of research problems. The data collection used in this study is as follows (Sugiyono, 2019):

a. Interviews are conversations between informants and interviewers with two or more people. If the researcher wants to conduct a preliminary study to identify problems that require further investigation, interviews are also used as a data collection method.

b. Questionnaire is a data collection method in which respondents are asked a series of written questions or statements to answer. This method is only effective if the researcher is confident of the variables that need to be measured and knows what to expect from the respondents. This research questionnaire utilizes digital assistance, specifically Google Forms. Google Forms is a useful tool that makes it easy and efficient to collect information. By entering the questionnaire questions into Google Forms and then distributing it digitally to the research respondents through a link, this application makes it easier to disseminate the questionnaire information and increases the efficiency of distributing the questionnaire to the respondents directly.

c. Observation is a method for collecting data that involves observing the target object and recording its state or behavior. Systematic observation and recording of the symptoms studied are called observation. Structured observation is the observation method used in this study. It assumes that the researcher is aware of the aspects of the situation under study that are relevant to the research objectives and is therefore able to devise specific strategies for making and recording observations before actually starting data collection.

d. The method of obtaining data and information in the form of books, archives, documents, written figures, and pictures in the form of reports and information that can support the research is called documentation. Document studies can be used in addition to interview or observation techniques and will be more reliable or credible if supported by photographs related to the research. However, not all documents choose a high level of credibility. Since photographs may be created for a specific purpose, for example, many of them do not accurately depict the original circumstances. Organizational structures, personnel timesheets, and other documents related to the research topic are examples of documentation used in research. If a document supports observations and interviews, the results will be more reliable.

3. RESULTS AND DISCUSSIONS

This section is an explanation of the results along with the discussion in the study entitled "The Effect of Work Morale and Work Motivation on the Performance of Talang Kelapa Sector Police Personnel". From descriptive analysis to quantitative analysis, the systematics of this research begins with the results. By using the SPSS 26.0 data processing program, the results of hypothesis testing and discussion are statistically evaluated.

Table 1. Respondents by Gender

Gender	Frequency (f)	Percentage (%)
Male	64	96
Female	3	4
Total	67	100

In Table 1, the sample results were 64 men or 96% of the total, and then as many as 4% or 3 other people were female Police Personnel. So, from this data, it can be seen that the dominance in the sample of 67 police personnel in the Talang Kelapa Police Sector of South Sumatra is personnel of male gender.

Table 2. Respondents by age

Age	Frequency (f)	Percentage (%)
20-30	12	18
31-40	19	28
41-50	26	39
>50	10	15
Total	67	100

The research in Table 2, uses a sample of 67 respondents from the Talang Kelapa Sector Police in South Sumatra as shown in the table the age of the entire sample, 18%, or 12 people, are employees between the ages of 20 and 30, 28%, or 19 people, are employees between the ages of 31 and 40, 39%, or 26 people, are employees aged between 41 and 50 years, and 15%, or 10 people, are employees aged between 50 years and over. It can be seen from the data that employees aged between 41 and 50 years old make up the majority of police officers at the Talang Kelapa Police Station in South Sumatra

Table 3. Respondents Based on Education Level

Education	Frequency (f)	Percentage (%)
SMA/SMK	39	58
DIPLOMA	1	1
S1	26	39
S2	1	1
Total	67	100

Table 3, explains where from the selected sample when viewed based on the latest education of the Police Personnel as a whole sample, that as many as 58% or 39 people graduated from SMA / SMK, then as many as 1% or 1 person graduated from DIPLOMA, then as many as 39% or 26 people graduated from S1, and then for Personnel at the last education level S2 reached a percentage of 1% or as many as 1 people. So, from this data, it can be seen that the dominance in the employee sample of 67 personnel of the Talang Kelapa Police Sector of South Sumatra is personnel with high school / vocational school graduates.

Table 4. Respondents Based on Position Level

Department	Frequency (f)	Percentage (%)
BA	7	10
BAMIN	3	4
BANIT	31	46
BANUM	1	1
KA	4	6
KANIT	4	6
KAPOLSEK	1	1
KAPOSPOL	1	1
KASI	2	3
PANIT	6	9
PANITOPSNAL	4	6
PANITYANMIN	1	1
PAURMIN	1	1
WAKAPOLSEK	1	1
Total	67	100

From table 4, it explains where from the selected sample when viewed based on the position of the Police Personnel as a whole sample, starting from 10% or 7 Personnel who occupy positions as BA SPKT (Police Service Centre Non-Commissioned Officers) SPKT Unit NCOs Shif A-B, Kenten Police Station Unit NCOs and Tanah Mas Police Station Unit NCOs. Starting from 4% or 3 personnel who occupied the position of BAMIN (Administrative Petty Officer). 46% or 31 Personnel hold positions as BANIT (Bintara Unit). 1% or only 1 Personnel who hold positions as BANUM (General NCO). Furthermore, 6% or 4 personnel held positions as KA SPKT (Head of Police Service Centre), Head of SPKT Shif A-B, Head of Kenten Police Post, and Head of Tanah Mas Police Post. Than 6%

or 4 personnel who held positions as KANIT (Head of Unit). Furthermore, 1% or 1 Personnel occupied the position of (Sector Police Chief). 1% or 1 Personnel who held the position of KAPOSPOL (Head of Police Post). 3% or 2 Personnel who hold positions as KASI (Section Head).

Furthermore, 9% or 6 Personnel hold positions as PANIT (Unit Officers). 6% or 4 Personnel hold positions as PANITOPSNAL (Operational Unit Officers). Than 1% or only 1 Personnel held the position of PANITYANMIN (Administrative Service Unit Officer). Furthermore, 1% or only 1 Personnel occupied the position of PAURMIN (Community Service Officer). Then finally 1% or 1 Personnel who occupied the position as WAKAPOLSEK.

Classical Assumption Testing
Normality Test

The Kolmogorov-Smirnov test is the one used in this study. When determining whether a sample comes from a population with a certain specific distribution, the Kolmogorov-Smirnov test is often used. The sample data set and a normally distributed set of values with the same mean and standard deviation are compared in this test. In short, the purpose of this test is to determine whether some data is normally distributed. In the Kolmogorov-Smirnov Test, the results of processing the questionnaire data are shown below using the criteria for testing normally distributed data if the significance value is greater than 0.05, so in this study the Kolmogorov-Smirnov (K-S) statistical test was used to determine whether the data distribution was normal or not (Ghozali, 2018).

Table 5. Kolmogorov-Smirnov (K-S) Nomality Test

Statistic	Value	Description
N	67	Normally distributed
Mean	0.000	
Standard Deviasi	1.315	
Kolmogorov-Smirnov	.200c,d	
Monte Carlo Sig. (2-tailed)	.774e	

Kolmogorov-Smirnov's significance value of 0.200d is greater than 0.05 as can be seen from the normality calculation results in table 5. The residuals of the research model can be assumed to be normally distributed based on this finding.
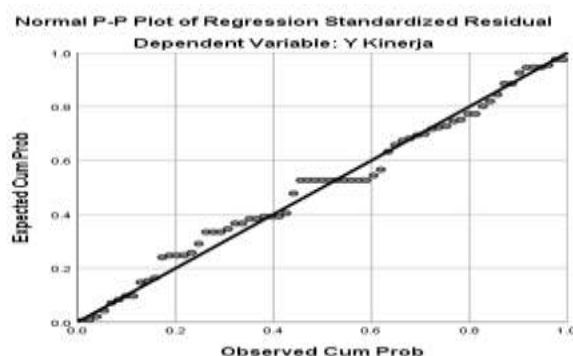
.

Figure 1. Scatter Plot Normality Test

The results of the normality test scatter plot can be seen in the figure above, with the points spreading and following the diagonal line. The data here is normally distributed.

The multicollinearity test aims to see if the regression model identifies a correlation between independent variables (independent). The tolerance value and variance inflation factor (VIF) can be used to determine whether the regression model has multicollinearity. Which independent variables are explained by other independent variables is indicated by these two measures. The variability of selected independent variables that cannot be explained by other independent variables is measured by tolerance. Therefore, a high VIF value is equivalent to a low tolerance value. A tolerance value of

0.10 or equal to a VIF value of 10 is usually used as a cutoff value to determine the presence or absence of a multicollinearity test; conversely, a tolerance value of 0.10 or equal to a VIF value of 10 indicates no multicollinearity(Ghozali, 2018).

Table 6. Multicollinearity Test

Variable	Collinearity Statistics		Multicollinearity
	Tolerance	VIF	
X1 Work enthusiasm	0.447	2.240	No
X2 Work Motivation	0.447	2.240	No

The fact that each research variable has a VIF value of less than 10, as shown by the multicollinearity test calculations in the table above, indicates the absence of multicollinearity symptoms.

Heteroscedasticity Test
The heteroscedasticity test aims to determine whether there is an inequality of variance and residuals between observations. Homoscedasticity is when the variance between one residual and another observation remains the same, while heteroscedasticity is when it is different (Ghozali, 2018). One with homoscedasticity or without heteroscedasticity is a good regression model. In this study, a scatter plot is used to see if there is heteroscedasticity if there is a certain pattern, such as a regular pattern formed by the points. On the other hand, heteroscedasticity is absent if there is no visible pattern and the points on the Y-axis are scattered above and below 0.
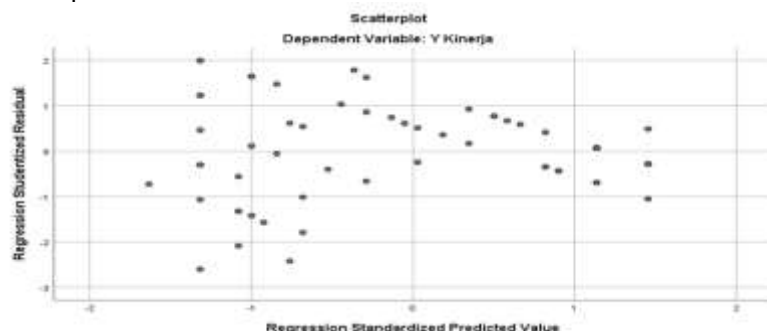

Figure 2. Scatter Plot Heteroscedasticity Test
The heteroscedasticity scatter plot results in the figure above show that the points appear to spread on the X and Y axes above and below zero, indicating no heteroscedasticity.

Multiple Linear Regression
Multiple linear regression analysis is a statistical technique used to find regression equations that are useful for predicting the value of the dependent variable based on the values of the independent variables and looking for possible errors and analyzing the relationship between one dependent variable and independent variables both simultaneously and partially (Ghozali, 2018).

Table 7. Multiple Linear Regression

Model		Unstandardized Coefficients		Standardized Coefficients		Sig
		B	Std. Error	Beta		
1	(Constant)	27,245	2,484		10,970	0,000
	Work enthusiasm X_1	0,339	0,117	0,368	2,910	0,005
	Work Motivation X_2	0,455	0,137	0,421	3,325	0,001
Dependent Variable: Y Performance						

This can be transcribed into a multiple linear regression equation as follows from the table above:

Multiple Linear Regression Equation
Y= 27, 245+0.339 (X1) +0 455 (X2) +2,484

Where:
 a. Constant Value
    The constant value is 27.245. It can be explained that on average the value of variable Y (performance) is 27.245 points if the work enthusiasm and work motivation variables are zero.
 b. Work enthusiasm (X_1)
    With a regression coefficient of 0.339, morale has a positive effect on performance. This means that assuming other variables remain constant, an increase in performance of 0.399 points will result from a one-point increase in morale.
 c. Work Motivation (X_2)
    With a work motivation regression coefficient of 0.455, performance has a positive effect. Assuming all other variables are constant, this indicates that performance will increase by 0.455 points for every one-point increase in work motivation.

Test t (Partial)

    Assuming that other independent variables are considered constant, the t-test is conducted to determine the significance of the role of some independent variables on the dependent variable. If Sig is less than 0.05, the test criteria are considered significant (Ghozali, 2018)

Table 8. Test t (Partial)

Variable	coefficient of regression (B)	t count	Sig.	Description
(Constant)	27.245	10.970	0.000	
X1 Work enthusiasm	0.339	2.910	0.005	significant
X2 Work Motivation	0.455	3.325	0.001	significant

    Table 8, shows that the results of the analysis indicate that variable X1 morale has a significance value (Sig.). of 0.005 which is less than 0.05, and the regression coefficient (B) of 0.339, indicating that Y performance increases significantly. Y performance will increase by 0.339 points for each value added. It can be determined that H1 is accepted and Ho is rejected based on these results. There is a significant value (Sig.) on work motivation X2. It is possible to state that there is a significant positive effect on Y performance with a regression coefficient (B) of 0.455 and a value of 0.001 which is smaller than 0.05. Y performance will decrease by 0.455 points for every value-added. It can be determined that H2 is accepted and Ho is rejected based on these results.

F Test (Simultaneous)

    The purpose of this test is to ascertain whether the dependent variable is simultaneously influenced by all the independent variables of the model. If the sig is smaller than 0.05 or the calculated F value is greater than the F table, the test criteria are considered significant (Ghozali, 2018).

Table 9. F Test (Simultaneous)

Model	Sum of Squares	df	Mean Square	F count	Sig.	Description
Regression	135.476	2	67.738	37.983	.000b	Significant
Residual	114.136	64	1.783			
Total	249.612	66				

    The calculation of the F test simultaneously has a significance value of 0.000 which is smaller than 0.05 based on the analysis results in the table above. This proves that work motivation X1 and X2 have a significant effect on the dependent variable Y performance simultaneously. The table above shows that the Ha F test is accepted and the Ho test is rejected based on the test results listed above.

DISCUSSION

Work enthusiasm and work motivation on the performance of Talang Kelapa Police personnel are the three variables used in this study. as the dependent variable, performance. A total of 67 questionnaire respondents were used to collect research data.

The Effect of Work Enthusiasm on Performance (First Hypothesis)

Partially based on the calculations obtained, the regression coefficient value of work enthusiasm is 0.339, and the significance level (Sig.) is 0.005. It is possible to determine whether Ho is accepted or rejected using this result criterion. In addition, if the T-count is greater than the T-table, this indicates that X and Y have an influence on each other. According to the T-test results, the Thitung of the morale variable is greater than (2.654). Therefore, it has been proven to have a significant and positive influence on the effect of enthusiasm variables on performance.

Based on the findings of research conducted by (Hermita et al., 2022) which found that enthusiasm at work has a significant and positive influence on employee performance. The researcher's statement that work enthusiasm has a positive effect on the performance of Talang Kelapa Sector Police Personnel. It can be concluded that enthusiasm at work refers to the overall atmosphere experienced by workers or employees at work. If an employee or worker is excited, cheerful, and optimistic, this indicates that the employee has a high work spirit on the other hand, if the employee likes to argue, is hurt, or looks unhappy, the employee has a low work spirit. Since work spirit affects the quality and quantity of one's work, it must also be instilled so that it has a positive impact on one's performance at work.

The Effect of Work Motivation on Performance (Second Hypothesis)

Partially based on the calculations obtained, the work motivation regression coefficient value of 0.455 has a significance value (Sig.) which is smaller than 0.05, which is a value of 0.001. By using the criteria, it can be determined whether Ho is accepted or rejected. Based on the t-test calculation, the prob sign value is 0.001 and alpha is 0.05, and the T-count on the work motivation variable is greater than the t-table (3.222) if the t-count is greater than the t-table. Thus it has been proven that the work motivation variable has a positive and significant effect on performance.

Research findings from (Goni et al., 2021) state that work motivation has a significant and positive effect on performance. Based on this explanation, work motivation has a positive effect on individuals at work and will also have a positive impact on them. This was revealed by the Sector Police Chief that good discipline and responsibility in carrying out tasks at the POLRI Institution as motivation to support the implementation of tasks in everyday life. That is why motivation can help and encourage in order to achieve goals.

The Effect of Work Enthusiasm and Work Motivation on Performance (Third Hypothesis)

Based on the calculations that have been carried out, F-count (37.983) > F-table (3.14) and a significance value of prob = 0.00 alpha = 0.05 both are found simultaneously. This means that the performance variable can be influenced simultaneously by the work enthusiasm and work motivation variables. This problem shows that work enthusiasm can improve the performance of personnel in the Police Sector. By fostering enthusiasm for personnel so that when carrying out work activities they can complete work effectively so that the quality of personnel performance will increase. The impact of work enthusiasm can also create a good working atmosphere starting from increasing performance as well as getting awards both from direct leaders and institutions. Moreover, work enthusiasm is needed for the Police Force, which in its duties Police must be able to quickly and precisely carry out their duties to serve the community well, so work enthusiasm is a priority and a major factor in carrying out their responsibilities as community service. Then in addition to work enthusiasm, motivation is no less important because work motivation is a driving force to carry out activities.

So there must be a factor that encourages every activity carried out by a person as well, so motivation at work is important to instill in Personnel, especially as a leader in the Police Sector

where as a leader must be able to be responsible, understand, and motivate his subordinates in order to encourage his subordinates in order to achieve a goal and improve performance on his Personnel. Therefore, personnel gets good results in the form of awards from leaders and institutions so that other personnel can be motivated. It can be concluded that work enthusiasm and motivation at work in the Police Institution both contribute to the achievement of high quality and have a positive impact on performance.

4. CONCLUSION

This study aims to determine the effect of Work enthusiasm and Work Motivation on the Performance of Talang Kelapa Sector Police Personnel in South Sumatra. There are several that can be explained in the following conclusions: The results of the t-test of variable X1 work enthusiasm show that work enthusiasm has a positive and significant effect on the performance of the Talang Kelapa Police Sector Personnel, as evidenced by the t count of work enthusiasm (2.910) greater than the t_{table} (2.645). The results of the t-test on variable X2 show that work motivation has a positive and significant effect on the performance of members of the Talang Kelapa Police Sector, as evidenced by the t count of work motivation (3.325) greater than the t table (3.222). The calculated results of the analysis of the F_{test}, F_{count} (37.983) > F_{table} (3.14) indicate that the variables X1 work enthusiasm and X2 work motivation have a positive and significant effect on the performance of the Talang Kelapa Sector Police based on the results of the F test analysis measurement simultaneously. The coefficient of determination on (R^2) is 0.543. The results of this test indicate that 54.3% of respondents contributed to the variables X1 (work enthusiasm) and X2 (work motivation). The remaining 45.7% of respondents were not included in this test.

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