

# The effect of leadership style, work environment and competence on the performance of investigator/assistant investigator in narcotics investigation directorate (ditresnarkoba) of west sumatra regional police

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**Abstract:** The purpose of this study was to examine and analyze the influence of leadership style, work environment, competence on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police. The type of the research used in this study was a correlational quantitative analysis method. The population of this research is 50 investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police. Data collection techniques used in this study are Distribution of Questionnaires (questionnaires), interviews, documentation. Data analysis techniques with Multiple Linear Regression Analysis. The results of this study are that the leadership style has a positive and significant effect on the performance of the investigator/investigator assistant, the work environment has a positive and significant effect on performance, and competence has a positive and significant effect on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police.

**Key Words:** Leadership Style, Work Environment, Competence and Performance.

## 1. INTRODUCTION:

In a short period of time, Indonesia has now become the largest share in Southeast Asia and even every year the number of drug abuse continues to increase. Based on data from BNN RI in 2014 the number of abuse amounted to 4.2 million people and in 2018 had reached a number of around 5.8 million people with fatalities ranging between 40-50 people every day in Indonesia and specifically for the West Sumatra region, abuse has reached 66,612 people, with abusers consisting of various professional/occupational groups, ages, sexes, groups of adults and children. Responding to such a situation, if we let it of course be able to cause even greater danger to the various joints of life and national cultural values which ultimately can weaken the security and resilience of the country. Thus the increase in performance in an organization is a necessity. As the initial description of the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police which has been carried out for the past 5 (five) years in the operational field is as follows:

**Table 1.1**  
**The Result Data of Disclosure of Drug Crime and the Settlement**  
**( Crime Total dan Crime Clearance ) Tahun 2013 - 2018**

NO	YEAR	TOTAL OF CT AND CC		INF.
		CT	CC	
1.	2013	93	93	
2.	2014	91	91	
3.	2015	79	79	
4.	2016	111	111	
5.	2017	104	104	
6.	2018	122	122	September 2018

**Sources (Sumber) :** Operational Guidance Section of Ditresnarkoba of West Sumatra Regional Police in September, 2018

From the data it can be seen that in certain years there was an increase and there was also a decrease in the results of disclosure, as well as evidence seized. Thus, the number of cases revealed by the Police was purely evidence of the performance of the Ditresnarkoba of West Sumatra Regional Police, including the number seized evidence. The Narcotics Investigation Directorate of West Sumatra Regional Police as part of the National Police organization, which is authorized in law enforcement is expected to continue to work optimally and continue to improve its performance in order to prevent and eradicate the illicit trafficking and drug abuse, especially in West Sumatra. As sophisticated and modern as the infrastructure or equipment owned, it will not function and be useful without any human intervention as the manager of the work.

By understanding the importance of the existence of human resources, it is expected that the Narcotics Investigation Directorate of West Sumatra Regional Police can continue to improve its quality, so that it is expected that later it will have competitive and credible human resources who can work productively and professionally at the ultimate goal as expected by the community according to established work standards.

The organization will run well, when the leadership role in an organization is carried out as well as possible and full of responsibility, but vice versa, if the leadership role is not carried out in accordance with existing rules, there will be various problems that can hinder or influence the performance of the person he leads. This process of influence is then called the style or model of a manager/leader directing or encouraging employees who are expressed in the form of behavior patterns or personality. Leadership style will greatly influence the success of the organization. So as to achieve success, a leader who is able to apply a professional leadership style is needed and he understands his duties and obligations and can carry out his role as a leader. Furthermore, a good leadership style and being able to direct employees to work well and create a comfortable working environment, it is not enough because there must also be good and competent human resource competencies in the organization. Without adequate competencies, of course, organizational goals will also be difficult to realize. Competence shows the knowledge, skills and certain attitudes of a profession in certain characteristics of expertise, which are the characteristics of a professional. Looking at the things mentioned above, due to leadership style, work environment and competence have an important and strategic role for an organization in achieving its goals, the writer conducts research with the title "The Effect of Leadership Style, Work Environment and Competence On the Performance of Investigator/Assistant Investigator in Narcotics Investigation Directorate (Ditresnarkoba) of West Sumatra Regional Police". This research is expected to be able to answer the correlation between these factors with the achievement of performance in the Narcotics Investigation Directorate of West Sumatra Regional Police. The purpose of this study is to test and analyze the influence of leadership style, work environment, competence on the performance of investigating investigators / investigators.

## **2. LITERATURE REVIEW:**

### **2.1. Performance**

Performance is a simple words in Indonesian. In general, this word has an equation with "job performance" or with "actual performance" which means work performance or work results achieved by someone. Understanding performance in general can be interpreted as work results both in quality and quantity that has been achieved by an employee or a certain person in carrying out their duties and responsibilities as given to him.

According to Edison, Anwar, (2016) performance is the result of a process that refers to and is measured over a certain period of time based on provisions or agreements that have been previously set. Performance is a reflection of the abilities and skills in a particular job that will affect the reward of the organization. According to Sutrisno (2009), performance is someone's success in carrying out tasks, work results that can be achieved by a person or group of people in an organization in accordance with their respective authority and responsibility or about how someone is expected to function and behave according to the tasks that have been charged to him in quantity, quality and time used in carrying out his duties. That performance is the result obtained by someone in doing their work, within a certain period of time in accordance with the responsibilities given by the organization.

### **2.2. Leadership Style**

Leadership style is the behavior or method chosen and used by leaders in influencing the thoughts, feelings, attitudes and behavior of members of subordinate organizations (Nawawi, 2003). A leader must implement a leadership style to manage his subordinates, because a leader will greatly influence the success of the organization in achieving its goals (Waridin, 2005).

### **2.3. Work Environment**

The work environment has an influence on the performance of employees to run and complete the work, so that it affects the productivity. A good work environment is expected to spur high employee productivity and vice versa. While each company will face environmental changes that are technical and phenomatic (Davis, 2000). According to Nuraini (2013) the work environment is everything that exists around employees and can influence in carrying out the tasks assigned to them, for example by the presence of air conditioner (AC), adequate lighting and so on. With that, the work environment is everything that exists around the workers who can influence the job satisfaction of employees in carrying out their work so that maximum work results will be obtained, where in the work environment there are work facilities that support employees in completing the tasks that are charged to employees in order to improve the work of employees in a company.

### **2.4. Competence**

According to Sudarmanto, (2009) defines competencies as knowledge of skills, abilities, or personal characteristics of individuals that directly affect job performance. Competence describes the basic knowledge and performance standards that required to successfully complete a job or hold a position. Whereas Wibowo (2012), argued that competence is an ability to carry out or do a job or task based on skills and knowledge and supported by the work attitude demanded by the job.

### 3. METHOD:

The type of research used in this study is quantitative analysis method. Sugiyono (2012) argues as follows: Quantitative research can be interpreted as a research method based on positivist philosophy, used to examine certain populations or samples, data collection using research instruments, data analysis quantitative/statistical nature, with the aim of testing the hypothesis.

The type or research method used is the correlation research method. This correlation study is related to the assessment of two or more phenomena. This type of research usually involves a statistical measure of the degree / degree of relationship, called correlation (Damayanti, 2011). The existence of a correlation between two or more variables, does not mean there is an influence or causal relationship of a variable to other variables. Positive correlation means a high value in a variable associated with a high value on another variable. Negative correlation means a high value on a variable associated with a low value on another variable. In this research, which will be examined is the relationship of independent variables, namely leadership style, work environment and competence with the dependent variable, namely employee performance. The object of research in this paper includes: (1) leadership style (2) work environment, (3) competency and (4) performance of auxiliary investigators / investigators in the Narcotics Investigation Directorate of West Sumatra Regional Police.

The population in this research includes all employees/individuals who can provide information which is a group of objects capable of meeting research needs. The population and samples from this research are 50 investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police.

**Table.3.1.**  
**The Research Population Distribution**

NO	GROUP	GENDER		TOTAL
		Male	Female	
1.	Police Investigator	12	3	15
2.	Police Assistant Investigator	31	4	35
	<b>TOTAL</b>	<b>43</b>	<b>7</b>	<b>50</b>

**Source :** Planning and Administration Subdivision of Ditresnarkoba of West Sumatra Regional Police in September, 2018.

### 4. DISCUSSION:

#### 4.1 The Leadership Style on Performance

Based on the results of the data analysis above, according to the hypothesis proposed that Leadership Style has a positive and significant effect on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police it was declared acceptable. This shows that the performance of an organization such as the Narcotics Investigation Directorate of West Sumatra Regional Police is strongly influenced by the leadership style applied by a manager or a Director. The successful implementation of tasks according to the main tasks that carried out is strongly influenced by the leadership style that is applied. Likewise from the results of the descriptive analysis of each variable contained in the indicators included in the excellent category, meaning that the leadership style of a Director influences the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police. The results of the study of LiridonVeliu, MimozaManxhari (2017), with the title of the research “**The influence of leadership styles on employee's performance**” showed that the leadership style had a positive effect on employee performance.

Quoting the above statement is related to the results of data analysis, it was found that the leadership style of a manager or leader in an organization is correct as well as in the Narcotics Investigation Directorate of West Sumatra Regional Police, which is one of the main tasks is eradicating illicit circulation and drug abuse, the role of a leader in directing, motivating, mobilizing human resources with other influential resources is very influential, especially in eradicating drug crime. The nature of the crime is to look for abusers / dealers and not just waiting for reports from the people who come to report, so the role of a leader or director has a significant effect in achieving organizational goals that have been charged. Thus it can be concluded that the leadership style has a positive and significant effect on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police.

#### 4.2 The Work Environment on Performance

Based on the results of the data analysis above, according to the hypothesis proposed that the work environment has a positive and significant effect on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police was declared rejected. This shows that the performance of an organization such as the Narcotics Investigation Directorate of West Sumatra Regional Police is not partially affected significantly by the work environment both physically and non-physically. The results of the descriptive analysis of each variable contained in the work environment indicators are included in the excellent category, meaning that the work environment has an influence on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police, but the effect is not as significant as the results of hypothesis testing that declared reject.

The work environment has an influence on the performance of employees to run and complete the work, so that it affects the productivity. A good work environment is expected to spur high employee productivity and vice versa. While each company will face environmental changes that are technical and phenomatic (Davis, 2000). In some research results including the results of research (Chandrasekar, 2011), with the title **“Workplace environment and its impact on organizational performance in public sector organizations”** the results show that the work environment has a positive effect on the performance of organizations in the public sector. Thus it can be concluded that the work environment partially does not have a significant effect on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police, but together with other independent variables has a significant effect on performance.

#### 4.3 The Competence on Performance

Based on the results of the above data analysis, according to the hypothesis proposed that competency has a positive and significant effect on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police was declared rejected. significant by the competencies of each individual employee. The results of the descriptive analysis of each variable contained in the competency indicator are included in the excellent category, meaning that competence has an influence on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police, but the effect is not significant according to the hypothesis test results stated.

According to Sudarmanto (2009) defines competence as knowledge of skills, abilities, or personal characteristics of individuals that directly affect job performance. Competence describes the basic knowledge and performance standards required to successfully complete a job or hold a position. Whereas (Wibowo, 2012), arguing that competence is an ability to carry out or do a job or task based on skills and knowledge and supported by the work attitude demanded by the job. In some research results including the research results of Oceans (2015) with the title **“Employee’s competency and organizational performance in the pharmaceutical industry (an empirical study of pharmaceutical firms in Ghana)”** with the result that highly competent employees contribute to the performance of the entire organization. This is different from the results of research conducted by researchers, that together all the independent variables carried out research have a significant influence on employee performance, however, partially does not have an effect. The occurrence of this difference is possible because of several reasons including different research indicators and research target objects in this

### 5. ANALYSIS:

Based on this research, because the population is no larger than 100 respondents, the authors took a sample of 100% of the population in table 3.1. The data collection techniques used by the writer in this research are Distribution of Questionnaire (questionnaire), Interview Technique, Documentation. Data analysis techniques used in this research are quantitative analysis using statistical analysis Multiple Linear Regression Analysis. The multiple linear regression equation is as follows:

$$Y' = a + b_1X_1 + b_2X_2 + \dots + b_nX_n \dots \dots \dots (1)$$

#### Information:

- Y' : Dependent variable (predicted value)
- X<sub>1</sub> and X<sub>2</sub> : Independent variables
- a : Constant (Y' value if X<sub>1</sub>, X<sub>2</sub> .....X<sub>n</sub> = 0)
- b : Regression coefficient (value of increase or decrease)

### 6. RESULT:

#### 6.1 The Test of Research Results

Based on the calculation of multiple regression between leadership style (X1), work environment (X2) and competence (X3) on performance (Y) with the help of the SPSS program (Statistical Package For Service Solutions) the results can be obtained as follows:

**Table 4.20**  
**Multiple linear regression analysis results**  
**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.882	3.129		.282	.779
	Leadership Style	.203	.100	.449	2.019	.049
	Work Environment	.106	.085	.216	1.243	.220
	Competence	.135	.097	.213	1.389	.171

a. Dependent Variable: Performance

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.833 <sup>a</sup>	.693	.673	1.77904

a. Predictors: (Constant), competence, work environment, leadership style

Based on the table above, the regression equation model can be obtained as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3$$

$$Y = 0.882 + 0.203 X_1 + 0.106 X_2 + 0.135 X_3$$

Meaning:

1. The value of  $\alpha = 0.882$  means that the leadership style, work environment and competence do not exist. The performance will remain at 0.882.
2.  $X_1 = 0.203$  means the leadership style regression coefficient shows a positive direction. This means that if the leadership style increases, the performance will increase by 0.203.
3. The value of  $X_2 = 0.106$  means that the work environment coefficient shows a positive direction. This means that if the work environment increases, the performance will increase by 0.106.
4.  $X_3 = 0.135$  means that the competency regression coefficient shows a positive direction. This means that if competence increases then performance will increase by 0.135.

Multiple linear regression equation is known to have a constant value of 0.882. This shows that if the independent variable is assumed to be constant, the dependent variable (performance) will increase by 88.2%. For the direction of the sign of significance, the variable leadership style, work environment and competence have a positive direction on performance. Based on the results of the F test regression coefficient analysis obtained a value of 34.664 with a significance level of 0.000 and the value is far below 0.05, which means that overall the three independent variables namely leadership style, work environment and competence have a significant influence together towards the dependent variable that is the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police.

## 7. CONCLUSION / SUMMARY:

Based on the results of data analysis and interpretations that have been submitted in the previous chapter, the conclusions from the results of this study are as follows:

- Leadership Style has a positive and significant effect on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police.
- The work environment has a positive and significant effect on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police.
- Competence has a positive and significant effect on the performance of investigator/assistant investigator in Narcotics Investigation Directorate of West Sumatra Regional Police.

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