

Pengaruh Motif Prestasi, Motif Afiliasi Dan Motif Kekuasaan Terhadap Kinerja Polisi Tugas Di Luar Instansi Kepolisian Dengan Komitmen Karir Sebagai Moderasi (Studi Pada Polda Jambi)

ABSTRAK

Minat anggota berkarir di luar institusi kepolisian dikaitkan dengan motif tertentu pada pekerjaan yang dipilih dan *output* menjadi sangat penting, karena keduanya dapat memberikan kontribusi pada kinerja individu. Motif mengembangkan profesi lebih terbuka di luar organisasi kepolisian, terlebih petugas bisa kembali ke kesatuan bilamana yang bersangkutan memilih kembali. Penelitian ini bertujuan menemukan dan mengembangkan hipotesis menganalisis pengaruh motif prestasi, motif afiliasi dan motif kekuasaan terhadap kinerja polisi bekerja di luar institusi kepolisian dengan komitmen karir sebagai moderasi. Jumlah responden 103 anggota bekerja di luar struktur kepolisian, pengumpulan data melalui observasi dan penyebaran kuesioner menggunakan skala likert. Sedangkan teknis analisis yang digunakan model analisis yaitu *Structural Equation Modelling Partial Least Square (SEM – PLS)*. Hasil penelitian melalui pengujian statistik menunjukkan bahwa motif prestasi tidak berpengaruh terhadap kinerja anggota, namun motif afiliasi dan motif kekuasaan berpengaruh. Keberadaan komitmen karir petugas dalam bekerja mampu memoderasi motif prestasi sehingga berpengaruh terhadap kinerja semakin meningkat. Namun motif afiliasi yang dimoderasi komitmen karir tidak mampu untuk menguatkan pengaruh terhadap kinerja sedangkan motif kekuasaan dimoderasi komitmen karir memiliki pengaruh secara signifikan terhadap kinerja.

Kata kunci: prestasi, afiliasi, kekuasaan, komitmen karir dan kinerja.

The Influence of Achievement Motives, Affiliation Motives and Power Motives on Police Performance Duties Outside Police Agencies With Career Commitment as Moderation (Study on Jambi Regional Police)

ABSTRACT

Members' interest in a career outside the police institution is associated with certain motives in the chosen job, and output is significant because both can contribute to individual performance. The justification for developing the profession is more open outside the police organization. Moreover, officers could return to the unit if the person concerned chooses to return. This study aims to find and develop hypotheses to analyze the influence of achievement, affiliation, and power motives on the performance of police working outside the police institution with career commitment as moderation. The number of respondents is 103 members working outside the police structure, collecting data through observation and distributing questionnaires using a Likert scale. At the same time, the analysis technique used is the Structural Equation Modeling Partial Least Square (SEM – PLS) analysis model. The research results through statistical tests show that the achievement motive does not affect members' performance, but the affiliation and power motives do. The existence of an officer's career commitment at work can moderate achievement motives so that the effect on performance increases. However, the affiliation motive, mediated by career commitment, cannot strengthen the impact on performance. In contrast, the power motive, which is moderated by career commitment, has a significant effect on performance.

Keywords: achievement, affiliation, power, career commitment, and performance.