THE EFFECT OF REMUNERATION, INTEGRITY AND JOB SATISFACTION ON THE PERFORMANCE OF TRAFFIC UNIT MEMBERS SOLOK CITY POLRES

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Abstract

This study aims to determine and analyze the effect of remuneration, integrity, and job satisfaction both partially and jointly on the performance of West Pasaman Police Traffic Unit members. The sample in this study were 35 members of the Solok City Police Traffic Unit. The sampling technique is a census technique because the number of members is only 35 people. The type of data used is primary data, the data collection method uses a questionnaire with a Likert scale. Test the research instrument to test the validity and reliability. Data analysis techniques consist of data description test, classic assumption test, path analysis and hypothesis testing. The results of the study found that remuneration, integrity, and job satisfaction had a significant positive effect on the performance of members of the Solok City Police Traffic Unit partially and collectively.

Keywords: Performance, Remuneration, Integrity, Job satisfaction

Introduction

Human resources are the main factor and determine the success of an organization. Organizations are required to improve the quality of human resources who are proactive towards change. The Indonesian National Police as an instrument of the state plays an active role in maintaining public order and security, implementing law enforcement, providing protection, protection and services to the community so that internal security is maintained.

Organizational figurepublicwhich will be studied further in this study is the Indonesian National Police Resort Section of the Traffic Unit (Satlantas) at the Solok City Police. The traffic unit (Satlantas) is the implementing element whose job is to carry out police duties including guarding, regulating, escorting, patrolling, public education and traffic engineering. Apart from that, Satlantas also carries out routine activities such as registration and identification of motorized vehicle drivers, traffic accident investigations and law enforcement in the traffic sector. This is very related to creating a safe, orderly and smooth atmosphere during traffic. While other activities at the executive level can be exemplified by following up on several main tasks, especially those related to services in the field of driving licenses (SIM), vehicle registration certificates (STNK), motorized vehicle owner books (BPKB) and traffic accident investigations.

The Solok City Police Traffic Unit is currently experiencing many obstacles in controlling accident cases and the number of traffic violations. The high growth of motorized

vehicles without traffic discipline, makes cases of accidents and traffic violations continue to increase. Data from the Solok City Police Traffic Unit in 2019 there were 576 accident cases, an increase in 2020 of 614 cases. The traffic violations section also recorded an increase from 2016-2018, as can be seen in the following table:

Table 1
Number of Tickets Issued for 2019-2021
at the Solok City Police Traffic Unit

Year	Ticket issuance (sheet)
2019	26,267
2020	24,257
2021	30,884
Amount	81,408

Source: Solok City Police Traffic Unit, 2020

Based on the data above, the total issuance of fines for the 2019-2021 period reached 81,408 pieces. In 2019, there were 26,267 ticket issuances, a decrease in 2020 of 24,257 tickets. However, the issuance of fines increased significantly in 2021 as many as 30,884 pieces. An increase in the number of ticket issuances indicates that public awareness of orderly traffic is still lacking and the performance of members of the Solok City Police Traffic Unit still needs to be improved.

Performance is the result of work that has a strong relationship with the organization's strategic objectives, community satisfaction and contribution to the economy. The results of observations at the Solok City Police Traffic Unit, there are still several things that indicate the performance of members is not optimal, including there are still members who are not disciplined in carrying out their duties and obligations, and there are still many guard posts that are notguarded by the traffic police, causing many violations to occur, such as breaking traffic lights and not using helmets for two-wheeled users.

To improve the performance of members of the Police, the Government has approved the provision of performance allowances or remuneration. POLRI remuneration is regulated in Presidential Regulation Number 89 of 2015 concerning Performance Allowances for police officers within the Republic of Indonesia National Police and is paid on top, which means it does not erase the benefits previously given. The following is a complete table of remuneration for police officers based on the regulation:

Table 2
Remuneration Data in the State Police Environment
Republic of Indonesia

No	Position Class	Monthly Remuneration	Echelon/Hour
1	18	IDR 25,600,000.00	Echelon IA
2	17	IDR 20,092,000.00	
3	16	IDR 14,883,000.00	
4	15	IDR 11,024,000.00	Echelon IB

5	14	IDR 8,166,000.00	Echelon II
6	13	IDR 6,281,000.00	
7	12	IDR 4,832,000.00	
8	11	IDR 3,717,000.00	
9	10	IDR 3,097,000.00	AKBP III A1
10	9	IDR 2,582,000.00	AKBP III A2
11	8	IDR 2,150,000.00	AKP IVA / Kompol
12	7	IDR 1,870,000.00	
13	6	IDR 1,626,000.00	
14	5	IDR 1,414,000.00	Aiptu/Aipda
15	4	IDR 1,286,000.00	Bripka / Brigadier
16	3	IDR 1,168,000.00	Brigadier/Bripda
17	2	IDR 1,063,000.00	Enlisted
18	1	IDR 990,000.00	

Source: Solok City Police, 2021

From the table above, the lowest performance allowance for Police Officers is IDR 553,000 for grade I (Tamtama) and the highest performance allowance is IDR 21,305,000 for echelon IA officials. The performance allowance for the Police Apparatus as mentioned above is not given to POLRI employees;

1. Obviously do not have a specific task/position/job.
2. Paused or disabled.
3. Dismissed both with respect and dishonor.
4. Seconded or employed in other agencies or institutions.

The results of observation at the Solok City Police Traffic Unit, it is known that the provision of remuneration has not been able to improve the performance of members of the Solok City Police Traffic Unit. This problem arises due to the perception of unfairness from members regarding the remuneration received based on the level of absenteeism and not fully due to the performance of the members. Different treatment has not been applied between those who carry out apples and carry out tasks with high discipline and officials who are less disciplined, meaning that officers who are less disciplined or not diligent have the same opportunity to receive remuneration without deducting their remuneration payments, this can cause social jealousy. Study(Fitria, Risni., 2014), concluded that remuneration has a positive effect on employee performance. The higher the remuneration, the higher the performance, conversely the lower the remuneration, the lower the performance.

Another performance factor as a measurement of the performance of members of the Solok City Police Traffic Unit is integrity. Integrity is directly related to individuals, not to groups or organizations. Integrity is a mindset and character that complies with applicable norms and regulations. Integrity requires a person to be honest and transparent, courageous, wise and responsible in carrying out duties. The integrity of members of the Solok City Police Traffic Unit is the hope of the community to carry out their duties honestly, professionally and responsibly. Members are expected not to be tempted to carry out deviant practices such as corruption, abuse of authority in bureaucratic matters, illegal levies (pungli) and others. Research resultwhich is conducted byPermatasari, Felisiana, (2016), concluded that integrity has a positive effect on performance. This means that the higher the level of integrityowned by members, the higher the performance that will be achieved.

On the other hand, the job satisfaction of members of the Solok City Police Traffic Unit affects the performance they produce. Job satisfaction is a primary motivator related to the job itself. In other words, job satisfaction refers to the general attitude of members of the Solok City Police Traffic Unit. Based on the observations of researchers by conducting interviews with several members of the Solok City Police Traffic Unit, the remuneration received by

members is considered insufficient or not in accordance with the work they do. This triggers the emergence of dissatisfaction among members of their work, causing members to become lazy and not take their work seriously. If this happens continuously it will have an impact on service to the community. StudyIha Haryani Hatta, (2015), concluded that job satisfaction has a positive effect on the performance of Polri members.

Based on the phenomenon above, it gave rise to the interest of researchers to conduct research entitled "The Influence of Remuneration, Integrity and Job Satisfaction on the Performance of Members of the Traffic Unit (Satlantas) Polres Kota Solok".

Research methods

The population in this study isall members of the Solok City Police Traffic Unit in 2022, totaling 35 people.

The sample is part of the research object that represents the populationSugiyono, (2017). The sampling technique in this study used saturated sampling.Sugiyono, (2017)states saturated sampling is a sample collection technique when all members of the population are used as a sample, this is often done when the population size is relatively small, or research that wants to make generalizations with very small errors. Another term is a saturated sample or census, where all members of the population are sampled. So the number of samples in this study were 35 members of the Solok City Police Traffic Unit

Testing the hypothesis in this study using multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the variables that affect the variables that are affected. With the multiple regression equation model as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Where:
Y   = Performance
a   = constant, the value of Y is a, when X = 0
b1, b2 = Coefficient of each variable
X1   = Remuneration variable
X2   = Integrity variable
X3   = Job satisfaction variable
e   = standard error

Research result
Classic assumption test
Normality test

This normality test is used by the author to test the normality of the regression model. Testing is done by using the method*kolmogorov-smirnovtest*for each variable. The regression model is normally distributed if the Kolmogorov-Smirnov sign value for each variable is greater than α = 0.05. The normality test results can be seen in table 3.

Table 3
Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		35
Normal Parameters, b	**Means**	,0000000

	std. Deviation	1.26363897
Most Extreme Differences	**absolute**	.081
	Positive	,061
	Negative	-.081
Test Statistics		.081
asymp. Sig. (2-tailed)		**0.200**

a. Test distribution is Normal.
b. Calculated from data.
Source: IBM SPSS output results, 2023

From the table above which is the Normality Test, it can be seen that in the regression model, the confounding or residual variables have a normal distribution. This can be seen from the results of the Asymp value. Sig. (2-tailed) = 0.200 > 0.05

Multicollinearity Test

Multicollinearity test is useful for testing whether the regression model found a correlation between independent variables. A good regression model should not have a correlation between the independent variables. If the independent variables are correlated, then these variables are not orthogonal. Orthogunal variables are independent variables whose correlation value between independent variables = 0(Ghozali, 2017). Multicollinearity can be seen from the tolerance and Variance Inflation Factor (VIF). The way to find out whether there are deviations from the multicollinearity test is to look at the Tolerance and VIF values of each independent variable, if the Tolerance value is > 0.10 and the VIF value is < 10, the data is free from multicollinearity symptoms, which can be seen in Table 4.

Based on the multicollinearity test in the table above, it can be seen that there is no relationship between the independent variables. So this research model is free from multicollinearity problems.

Table 4.
Multicolonearity Test Results
Coefficientsa

Model		Collinearity Statistics	
		tolerance	**VIF**
1	(Constant)		
	Remuneration	0.816	1.225
	Integrity	0.935	1,069
	Job satisfaction	0.807	1,239

a. Dependent Variable: Performance
Source: IBM SPSS output results, 2023.

Multicollinearity test is a way to detect the presence or absence of multicollinearity in the regression model through the tolerance value and variance inflation factor (VIF). The cut-off value that is commonly used to indicate the presence of multicollinearity is the tolerance value ≥ 0.10 or the same as the VIF value ≥ 1.0.
From table 4 above it is obtained:
a. Remuneration variable (X1), tolerance value = 0.816; and VIF = 1.225. So it can be concluded that this variable does not occur multicollinearity.
b. Integrity variable (X2), tolerance value = 0.935; and VIF = 1.069. So it can be concluded that this variable does not occur multicollinearity.
c. Job satisfaction variable (X3), tolerance value = 0.807; and VIF = 1.239. So it can be concluded that this variable does not occur multicollinearity

Heteroscedasticity Test

The Heteroscedasticity Test aims to test whether in the regression model there is an inequality of variance from one observation to another(Ghozali, 2017). The way to detect it is to see whether there is a certain pattern on the Scatterplot graph between SRESID and ZPRED, where the Y axis is Y that has been
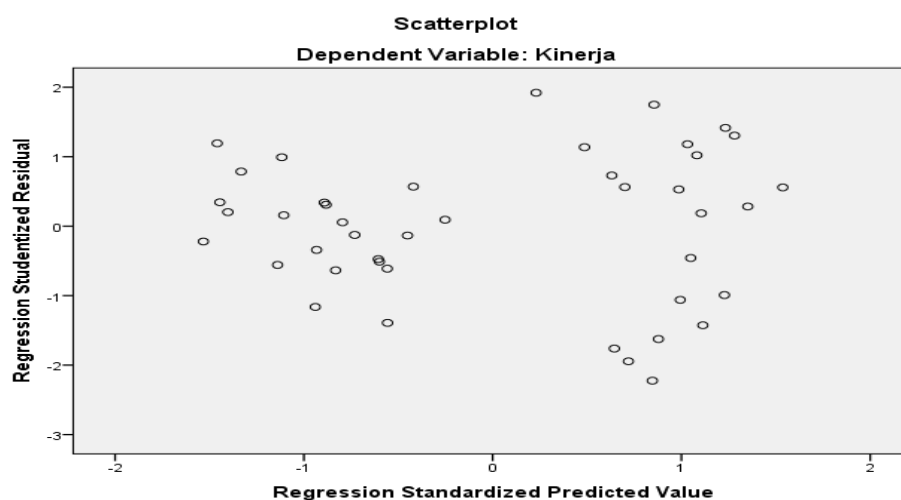
predicted, and the X axis is the residual (Y predicted - Y actually) that has been studied.(Ghozali, 2017). The heteroscedasticity test produces a scatter plot graph as shown in the figurefollowing picture:

Figure 1. Heteroscedasticity Test Results - Scatterplot Graph
Source: Primary Data, Processed with IBM SPSS 2023.

From the image above, namely the Scatterplots output, it is known that:
a. The points spread above and below or around zero.
b. Dots do not gather only above or below only.
c. The spread of data points does not form a wavy pattern, it widens then narrows and widens again.
d. The distribution of data points is not patterned.

Multiple Linear Regression Analysis
This analysis is used to determine the influence of the independent variables on the dependent variable. The magnitude of the influence of the independent variables with the dependent variable can be calculated through a multiple regression equation. Based on calculations via computer using the IBM SPSS for Windows Version 26.0 program.

The following is a recap table for the results of the regression coefficient, tcount, significance value, Fcount, and R Square (R2) value. The results can be seen in the following table:

Table 5
Recapitulation of Multiple Regression Analysis Test Results

Variable	Koef. Regression	t count	Sig.
Constant	8,377		
X1	0.780	15,633	0.000
X2	0.121	3,192	0.045
X3	0.057	3,651	0.019
F count = 77,067	Sig. .000b		
R2 = 0.890			

Source: Primary Data, processed by the author, 2023.

From the table above, the form of the regression equation model for the effect of remuneration, integrity, and job satisfaction on member performance is as follows:

Y = 8.377 + 0.708 X1 + 0.121 X2 + 0.057 X3 + e

From the regression equation above, it can be interpreted as follows:

1. The constant value is 8.377 meaning that without the influence of remuneration, integrity and job satisfaction, the performance is already 8.377%.
2. The value of the remuneration regression coefficient is 0.708 meaning that for every increase of one unit of remuneration, the member's performance increases by 70.8%.
3. The value of the integrity regression coefficient is 0.121, meaning that for every increase of one unit of integrity, the member's performance increases by 12.1%.
4. The value of the regression coefficient of job satisfaction is 0.057 meaning that for every increase of one unit of job satisfaction, the performance of members increases by 5.7%.

Statistic test
Hypothesis Testing 1

The first hypothesis proposed, the remuneration variable is tcount = 15.633 with a significance probability of 0.000 or less than 0.05. With df = 35-2 = 33, a ttable of 2.876 is obtained; then tcount = 15.633 > ttable 2.876, as a result Ho is rejected and Ha is accepted. The remuneration variable has a significant effect on member performance, so it can be concluded that the hypothesis (H1) which reads remuneration partially has a significant effect on the performance of members of the Solok City Police Traffic Unit is accepted, so thus the first hypothesis (H1) is accepted..

Hypothesis Testing 2

The second hypothesis proposed, the integrity variable is tcount = 3.192 with a significance probability of 0.035 or less than 0.05. With df = 35-2 = 33, a ttable of 2.876 is obtained; then tcount = 3.192 > ttable -2.876, as a result Ho is rejected and Ha is accepted. The integrity variable has a significant effect on the performance of members, so it can be concluded that the hypothesis (H2) which reads that integrity partially has a significant effect on the performance of Members of the Solok City Police Traffic Unit is accepted, so thus the second hypothesis (H2) is accepted.

Hypothesis Testing 3

The third hypothesis proposed, the variable Job satisfaction is tcount = 3.651 with a significance probability of 0.019 or less than 0.05. With df = 35-2 = 33, a ttable of 2.876 is

obtained; then tcount = 3.651 > ttable -2.876, as a result Ho is rejected and Ha is accepted. The job satisfaction variable has a significant effect on member performance, so it can be concluded that the hypothesis (H3) which says job satisfaction partially has a significant effect on the performance of members of the Solok City Police Traffic Unit is accepted, so thus the third hypothesis (H3) is accepted.

F test (simultaneous)
Hypothesis Testing 4

The Fcount value is 77.067 with a significance probability of 0.000. The significance probability is less than 0.05. With df = n – (k – 1) = 35 – (3-1) = 33 obtained F table of 2.82, then F count > F table or 77.067 > 2.82 with a significance level of 0.000 or α 0.05 consequently Ho rejected and Ha accepted. variablel remuneration, integrity, and job satisfaction together have a significant effect on the performance of members of the Solok City Police Traffic Unit, it can be concluded that the fifth hypothesis (H5) which reads "remuneration, integrity, and job satisfaction together have a significant effect on the performance of members The Solok City Police Traffic Unit is accepted, so the fifth hypothesis (H5) can be acceptedAs can be seen in table 6 below:

Table 6
F test results
ANOVAa

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	544,051	3	136,013	77,067	,000b
	residual	67,065	31	1,765		
	Total	611,116	34			

a. Dependent Variable: Performance
b. Predictors: (Constant), Remuneration, Integrity, Job satisfaction
Source: Primary Data, Processed with IBM SPSS, 2023

Testing the Coefficient of Determination (R2)

Analysis of the coefficient of determination forhard skills, soft skills and motivationon employee performance is carried out using the IBM SPSS for Windows Version 26.0 program with the SPSS output form as stated below:

Table 7
R Square results
Summary modelb

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	0.944a	0.890	0.879	1.32848

a. Predictors: (Constant), Remuneration, Integrity, Job satisfaction,
b. Dependent Variable: Performance
Source: Primary Data, Processed with IBM SPSS, 2023

Based on the results of the calculation of the regression estimate, the adjusted coefficient of determination or Adjusted R Square is 0.890, meaning that 89.00% of the variation of all independent variables (remuneration, integrity, and job satisfaction) can explain the dependent variable (member performance), while the remainder is 11.00% is explained by other variables not examined in this study.

Discussion

The Effect of Remuneration on the Performance of Members of the Solok City Police Traffic Unit

The results of this study indicate that remuneration has a significant positive effect on the performance of members of the Solok City Police Traffic Unit. This indicates that remuneration determines the performance of members of the Solok City Police Traffic Unit. This means that the higher the remuneration in the institution, the higher the performance of members because remuneration is an incentive that can increase the motivation of members to work.

From the results of this study, it appears that the remuneration variable has a coefficient of 0.782, which means that remuneration has a large influence. This indicates that remuneration can play a role in improving member performance. If the performance of members of the Solok City Police Traffic Unit wants to increase, it is necessary to increase the remuneration of members.

This is in line with opinionFerdiyono, JR, & Santoso, (2018),Calvin, (2017),Agustiningsih, Hiqma N, (2016) that remuneration affects performance

The Influence of Integrity on the Performance of Members of the Solok City Police Traffic Unit

The results of this study indicate that integrity has a significant positive influence on the performance of members of the Solok City Police Traffic Unit. This indicates that the integrity of members determines the performance of members of the Solok City Police Traffic Unit. This means that the higher the integrity of the members in the institution, the higher the performance of the members will be.

From the results of this study, it appears that the integrity variable has a coefficient of 0.121, which means that integrity has a large influence. This indicates that high integrity can have an impact on improving member performance. If the performance of members of the Solok City Police Traffic Unit wants to increase, then the agency must be able to improve the integrity of the members.

This is in line with opinionSukmana, DT, & Indarto, (2018),Salwa, Arfah, (2018),Wigiadi and Sunyoto, (2017) who concluded that integrity affects performance

The Effect of Job Satisfaction on the Performance of Members of the Solok City Police Traffic Unit

The results of this study indicate that job satisfaction has a significant positive effect on the performance of members of the Solok City Police Traffic Unit. This indicates that job satisfaction determines the performance of members of the Solok City Police Traffic Unit. This means that the higher the job satisfaction obtained by members, it will result in an increase in member performance.

From the results of this study, it appears that the variable job satisfaction has a coefficient of 0.527, which means that job satisfaction has a considerable influence on other variables. This indicates that job satisfaction can have an impact on improving member performance. If the performance of members of the Solok City Police Traffic Unit wants to increase, then the agency must be able to increase the job satisfaction of its members.

This is in accordance with the opinioncwhich states that job satisfaction affects performance.

The Influence of Remuneration, Integrity, and Job Satisfaction on the Performance of Members of the Solok City Police Traffic Unit.

The results of this study indicate that remuneration, integrity, and job satisfaction have a significant influence on the performance of members of the Solok City Police Traffic Unit.

This indicates that remuneration, integrity, and job satisfaction determine the performance of members of the Solok City Police Traffic Unit.

This is in accordance with the opinions of Fitria, et al (2014), Agustiningsih, et al (2016), Ferdiyono and Santoso (2018) and Sridiawaty (2014) which state that remuneration, integrity, and job satisfaction affect performance.

Conclusions and recommendations
Conclusion

1. The remuneration variable is tcount = 15.633 with a significance probability of 0.000 or less than 0.05. With df = 35-2 = 33, a ttable of 2.876 is obtained; then tcount = 15.633 > ttable 2.876, as a result Ho is rejected and Ha is accepted. The remuneration variable has a significant effect on member performance, so it can be concluded that the hypothesis (H1) which reads remuneration partially has a significant effect on the performance of Members of the Solok City Police Traffic Unit is accepted, so thus the first hypothesis (H1) is accepted.

2. The integrity variable is tcount = 3.192 with a significance probability of 0.045 or less than 0.05. With df = 35-2 = 33, a ttable of 2.876 is obtained; then tcount = 3.192 > ttable 2.876, as a result Ho is rejected and Ha is accepted. The integrity variable has a significant effect on member performance, so it can be concluded that the hypothesis (H2) which reads integrity partially has a significant effect on the performance of Members of the Solok City Police Traffic Unit is accepted, so thus the second hypothesis (H2) is accepted.

3. The job satisfaction variable is tcount = 3.651 with a significance probability of 0.519 or greater than 0.05. With df = 35-2 = 33, a ttable of 2.876 is obtained; then tcount = 3.651 > ttable -2.876, as a result Ho is accepted and Ha is rejected. The job satisfaction variable has a significant effect on member performance, so it can be concluded that the hypothesis (H3) which says job satisfaction partially has a significant effect on the performance of members of the Solok City Police Traffic Unit is accepted, so thus the third hypothesis (H3) is accepted.

1. From the ANOVA test, the Fcount value is 77.067 with a significance probability of 0.000. The significance probability is less than 0.05. With df = n – (k – 1) = 35 – (3-1) = 32 obtained F table of 2.82, then F count > F table or 77.067 > 2.82 with a significance level of 0.000 or α 0.05 consequently Ho rejected and Ha accepted. The variables remuneration, integrity, and job satisfaction together have a significant effect on the performance of members of the Solok City Police Traffic Unit, so it can be concluded that the fifth hypothesis (H5) which reads "remuneration, integrity, and job satisfaction jointly have a significant effect on member performance The Solok City Police Traffic Unit is accepted, so the fifth hypothesis (H5) can be accepted.

Suggestion

Based on the results of the discussion analysis and some conclusions in this study, suggestions that can be given through the results of this study in order to get better results, namely:

1. Solok City Police Traffic Unit to be able to increase remuneration for members of the Solok City Police Traffic Unit because remuneration is a form of incentive that can encourage members' motivation to work. With the hope of course increased remuneration will be able to improve the performance of members.

2. The integrity of members of the Solok City Police Traffic Unit can be increased by providing understanding of organizational values. The higher the understanding of

members on organizational values, of course, will be able to strengthen the integrity of members so that the hope will have an impact on members.

3. Increased job satisfaction can be increased by providing comfort, security and pleasure to members at work. Of course with comfort, safety and fun this will be able to encourage good member performance

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