



DOI: <https://doi.org/10.38035/dijms.v7i5.6546>
<https://creativecommons.org/licenses/by/4.0/>

The Influence of Supervision and Task Planning on the Performance of Agencies in the Operational Administration Planning Bureau of the Mobile Brigade Corps of the National Police Republic of Indonesia

Febri Ayu Wanda¹, Kemal Taufik², Sri Wahyuningsih³

¹ Management and Business Study Program, Mitra Bangsa University, Jakarta, Indonesia, email. Febribayuw@gmail.com

² Management and Business Study Program, Mitra Bangsa University, Jakarta, Indonesia, email. kemaltaufik.1007@gmail.com

³ Management and Business Study Program, Mitra Bangsa University, Jakarta, Indonesia, email. yuniwahyuningsih33@yahoo.com

Corresponding Author: Febribayuw@gmail.com¹

Abstract: The objectives of this study: 1) To determine the effect of Supervision on the Performance of the institution in the Rorenminops Korbrimob Polri, 2) To determine the effect of Task Planning on the Performance of the institution in the Rorenminops Korbrimob Polri, 3) To determine the effect of Supervision and Task Planning on the Performance of the institution. Career development through certification, the quality of certification implementation and the work spirit of Polri educators. The results of the partial test show that the Task Planning variable (X_2) has a positive and significant effect on the Performance of the Institution (Y), which is indicated by the t-value of 8.186 which is greater than the t-table of 1.998. This confirms that clear, systematic, and measurable task planning is crucial for the successful implementation of tasks and the optimal achievement of agency performance. Simultaneous supervision and task planning significantly influence agency performance. Based on the results of the simultaneous test (F test), the calculated F value was 131.225, which is greater than the F table of 2.75 with a significance level of $0.000 < 0.05$. This indicates that the variables of supervision (X_1) and task planning (X_2) together have a positive and significant influence on agency performance (Y) in the Operational Administration Planning. The R Square value of 0.816 indicates that 81.6% of the variation in agency performance, while the remaining 18.4% is influenced by other factors.

Keyword: Supervision, Task Planning, Job Satisfaction

INTRODUCTION

The police, acting as law enforcers in Indonesia, play a crucial role in ensuring security and well-being in society. The police are a social group that is part of society. Although distinct from the general public, members of the Indonesian National Police (Polri) are also members of the community. The presence of the police is vital because the community contributes

significantly to their services and is their primary target. This reality demands the role of security forces in maintaining security and public order. The police were established as an instrument of the state, with a role in providing a sense of security and order (kamtibmas), enforcing the law and protecting the community, providing housing and services, and ensuring regional security. There are numerous police work units, including the Mobile Brigade Corps (Brimob), tasked with high-intensity crime. However, this discussion will not focus on the duties of Brimob, but rather on the performance of Brimob members in their daily lives. The performance of members varies from year to year, with fluctuations occurring. Based on the results of interviews with the Indonesian National Police Mobile Brigade Corps (Korbrimob) Operations Unit, it was discovered that the problem that occurred was a decline in the sense of responsibility of members towards the results of their work, in almost all members who work in it, so that it has the potential to disrupt business continuity.

One factor that influences agency performance is supervision. Supervision is a component that also influences a person's level of job satisfaction. If employees receive supervision in the workplace, they will utilize their work time effectively, thereby improving their work performance. By paying attention to good supervision or creating working conditions that can provide motivation to work, it will have an impact on employee enthusiasm in working. Good supervision provides a sense of security and allows employees to work optimally. Discipline is something that must be maintained and improved to achieve good things and synchronous goals, supervision is necessary according to the personnel concerned. Supervision reflects the extent of an individual's responsibility for the tasks assigned to him.

As for what hinders performance besides supervision, namely task planning, Task planning is a structured process to outline tasks that need to be completed, including what to do, when, and by whom, with the aim of achieving certain goals efficiently and effectively. This involves setting goals, determining the steps needed, identifying the necessary resources, and determining the timeline and assignment of responsibilities. Based on the description above, the author intends to test how much influence Supervision and Task Planning have on agency performance, and put it in the form of a Thesis entitled "Analysis of the Influence of Supervision and Task Planning on Agency Performance at Rorenminops Korbrimob Polri

METHOD

Types of research

The quantitative method was chosen so that the research results could be measured objectively through numerical data obtained from the questionnaire, then analyzed using inferential statistical techniques. A statement or question that requires alternative answers, strongly agree, agree, less agree, disagree where each: strongly agree is given a score of 4, agree 3, less agree 2, and disagree 1, (Sugiyono, 2022). Quantitative research takes a distance between the researcher and the object of research. Quantitative research uses formal, standard, and measuring instruments. The research method used is a survey method by collecting data through research instruments, and distributing questionnaires to members of the Indonesian National Police Certification Institute, the results of which are then processed using the SPSS for Windows version 29 program to determine the Effect of Supervision and Task Planning on the Performance of the Indonesian National Police Mobile Brigade Corps (Korbrimob) Rorenminops agency. This method is used to test the influence between two independent variables and one dependent variable.

Sample population

According to Sugiyono (2020:80), population is "A generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn." In this study, the population studied was 62 members of the Indonesian National Police's Mobile Brigade Corps (Korbrimob) Operations Unit

(Rorenminops). Saturated sampling was used in the sampling. The sample used in this study was all 62 members of the Indonesian National Police's Mobile Brigade Corps (Korbrimob).

Method of collecting data

Techniques are methods for searching for and obtaining data on variables in the form of notes, reports, and documentation. According to Sugiyono (2020), there are two main factors that influence the quality of research data: the quality of the research instrument and the quality of the results. In this study, the data collection technique used is the field research technique, carried out by going directly to the field using a questionnaire data collection tool which is distributed to respondents.

The data collection techniques used in this study are as follows:

1. Questionnaire

In this study, the author used a closed questionnaire (statements that were already available), where the author provided respondents with a choice of each statement submitted, so that respondents only had to mark (X) or mark (√) on each statement option they wanted.

Assessment of a series of research questionnaire statements that have been answered by respondents using the following research norms:

A question is positive if the answer is:

- a) Strongly Agree Score 5
- b) Agree Score 4
- c) Quite Agree Score 3
- d) Disagree Score 2
- e) Strongly Disagree Score 1

Likert scale. The Likert scale is used to measure an individual's or group's attitudes, opinions, and perceptions about social events or phenomena. In this research, these social phenomena have been specifically defined by the researcher, and are hereinafter referred to as research variables.

2. Research Instruments

research instrument for the Supervision (X_1), Task Planning (X_2) and Agency Performance (Y) variables is a questionnaire with a Likert scoring model filled out by respondents on the distributed questionnaire. The Likert scale consists of 5 (five) scales, namely Strongly Agree (SS), Agree (S), Quite Agree (CS), Disagree (TS) and Strongly Disagree (STS).

Analysis Method

The analysis technique used in this study was quantitative analysis using statistics. Furthermore, to obtain and expedite data input, statistical software was used to support this research. The software used to support this research was SPSS (Statistical Product and Service Solutions) version 29. In SPSS, raw data that had been processed into numbers was input into SPSS, making it easier for the author to conduct this research.

Validity Testing

The basis for decision making in validity testing is as follows:

- a) If the r value is positive and the $r_{\text{result}} > r_{\text{table}}$, then the item or variable is valid.
- b) If the r value is negative and $r_{\text{result}} < r_{\text{table}}$ or r result is negative $> r_{\text{table}}$ then the item or variable is invalid.

A questionnaire is declared valid if the r value obtained from the calculation results (r_{xy}) is greater than the table r value (5%).

Instrument Reliability Test

According to Arikunto (2020), reliability refers to the degree to which an instrument is sufficiently reliable to be used using the Cronbach's Alpha formula. The basis for decision making in the reliability test in this study is as follows:

- a) If the r alpha value is positive and $r\ \alpha > r\ \text{table}$, then the item or variable is reliable.
- b) If the r alpha value is negative and $r\ \alpha < r\ \text{table}$ or $r\ \alpha$ is negative $> r\ \text{table}$, then the item or variable is not reliable.

Multiple Regression Analysis

Sugiyono (2019) proposed multiple linear regression analysis used to make predictions, how the value of a variable changes dependent if the value of the independent variable is increased or decreased. This analysis is used by involving two or more independent variables. between the dependent variable (Y) and the independent variables (X_1 and X_2), This method is used to determine the strength of the influence between several factors. independent variables simultaneously with the dependent variable.

$$\mu_{Y/X_1, X_2, \dots, X_n} = A + B_1X_1 + B_2X_2 + \dots + B_nX_n$$

Technique used in this study was multiple linear regression. The analysis was conducted computerized using the computer program Statistical Product and Service Solutions (SPSS) Version 29 for Windows.

Coefficient of Determination

The definition of the coefficient of determination according to Supangat (2018) is: "The coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percentage (showing how much percentage of the diversity of y can be explained by the diversity of x), or in other words how much x can contribute to y."

Kuncoro (2021), according to him, the coefficient essentially measures the extent to which a model is able to explain variations in the dependent variable. The value of the coefficient of determination is between zero (0) and one (1). A small r^2 value means that the ability of the independent variables to explain the variable's variation is very limited. If the value is close to one, it means that the independent variables provide almost all the information needed to predict variations in the dependent variable.

The magnitude of the relationship between the variables " X_1 " and " X_2 " with the variable " Y " can be determined by using the coefficient of determination analysis, which is obtained by squaring the correlation coefficient. Based on the definition above, the coefficient of determination is part of the total diversity of the dependent variable that can be calculated by the diversity of the independent variable calculated with the coefficient of determination with the basic assumption that other factors outside the variable are considered fixed or constant. To determine the value of the coefficient of determination, it can be calculated using the formula:

$$K_d = r^2 \times 100\%$$

Information:

- Kd = Value of coefficient of determination
- r = Correlation coefficient value

Hypothesis

The calculations or analysis in this study utilize the SPSS computer program for Windows 29.0. The test statistics used are:

- a. t-test
To determine the influence of the independent variable individually (partially) on the dependent variable, the decision is to use a partial test (t-test) with the test decision being:
 - 1) H_0 is accepted if $t_{\text{count}} < t_{\text{table}}$.
 - 2) H_0 is rejected if $t_{\text{count}} > t_{\text{table}}$.
- b. F test
The F test statistic is used to determine simultaneously (multiple) the influence between Supervision (X_1), Task Planning (X_2) and Agency Performance. (Y) , with the test results being:
 - 1) H_0 is accepted if $F_{\text{count}} < F_{\text{table}}$.
 - 2) H_0 is rejected if $F_{\text{count}} > F_{\text{table}}$.

RESULTS AND DISCUSSION

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that the researcher has carried out, becomes the average value of variable X_1 (Supervision), variable X_2 (Task planning) and variable Y (Agency performance) and is analyzed using parametric statistics with the program SPSS Release 29.00 For Windows, namely to find out whether each variable studied has a positive influence on work motivation or vice versa. The data was analyzed using the regression analysis command (option) found on the SPSS main menu. The values in each SPSS output are described as follows:

a. Multiple Linear Regression Test

1) t test

- a) The Influence of Supervision (X_1) on Agency Performance (Y).

The calculated t value for variable X_1 (Supervision) is 6.196 while the t table value for $n = 62$ is 1.998. So $t_{\text{count}} > t_{\text{table}}$ or $6.196 > 1.998$, it can be concluded that the Supervision variable partially influences agency performance. The probability value (significance) = 0.000. So the probability of 0.000 is below 0.05. Thus, H_0 is rejected and H_a is accepted.

- b) The quality of certification implementation (X_2) on the work enthusiasm of Indonesian Police educators (Y).

The calculated t value for variable X_2 (Task planning) is 8.186, while the t table value for $n = 62$ is 1.998. So the calculated $t > t$ table or $8.186 > 1.998$, it can be concluded that partially the task planning variable has an effect on agency performance. The probability value (significance) = 0.000. So the probability of 0.000 is below 0.05. Thus, H_0 is rejected and H_a is accepted.

2) F test

From the results of the analysis in the table above, namely the test ANOVA obtained ANOVA test or F_{count} obtained a value of 131,225 which is greater than the F_{table} of 2.75 with a significant level of 0.000 because $0.000 < 0.05$, it can be said that the Supervision variable (X_1) and the Task Planning variable (X_2) together have an effect on the Agency Performance variable (Y).

b. Coefficient of Determination

The result of the R Square value is 0.816. This shows that 81.6 % of Supervision and Task Planning simultaneously (together) have an effect on agency performance, while the remaining 18.4 % is influenced by other factors not examined in this study.

CONCLUSION

1. Supervision has a significant effect on Agency Performance. The results of partial hypothesis testing indicate that the Supervision variable (X_1) has a positive and

- significant effect on Agency Performance (Y). This is evidenced by the calculated t value of 6.196 which is greater than the t table of 1.998 at a significance level of 0.05.
2. Task Planning has a significant effect on Agency Performance. The partial test results show that the Task Planning variable (X_2) has a positive and significant effect on Agency Performance (Y), which is indicated by the calculated t value of 8.186 which is greater than the t table of 1.998.
 3. Supervision and Task Planning simultaneously have a significant effect on Agency Performance. Based on the results of the simultaneous test (F test), the calculated F value is 131.225 which is greater than the F table of 2.75 with a significance level of $0.000 < 0.05$. This shows that the Supervision variable (X_1) And Task Planning (X_2) together has a positive and significant influence on Agency Performance (Y).

REFERENCE

- Bangun, Wilson. (2021). "Manajemen Sumber Daya Manusia". Jakarta: Erlangga.
- Blanchard dan Johnson dalam Wibowo (2020). Manajemen Perilaku Organisasi, PT. Erlangga, Jakarta.
- Dessler, Gary. (2020). Humana Resource Management. New Jersey. Pearson Prentice Hall.
- Ghozali, I. 2017. Model Persamaan Struktural Konsep Dan Aplikasi Program SPSS 24. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, Imam. (2021). "Aplikasi Analisis Multivariate Dengan Program SPSS". Semarang: Badan Penerbit UNDIP.
- Handoko, T. Hani. 2019. Manajemen Personalia dan Sumber Daya Manusia. Yogyakarta. BPFE
- Handoko. (2020). Riset Sumber Daya Manusia. Tangerang: PT. Gramedia Pustaka
- Harahap, Sofyan, 2014. Sistem Pengawasan Manajemen, Penerbit Quantum. Jakarta
- Harries Madiistriyatno. (2019). Generasi Milenial: Tantangan Membangun Komitmen Kerja. Jakarta: Indigo Media.
- Harries Madiistriyatno. 2021. Metodologi Penelitian Kuantitatif. Indigo Media.
- Hasibuan, Malayu S.P (2021), Manajemen Sumber Daya Manusia, Jakarta: PT Bumi Aksara
- Hasibuan, Malayu S.p. (2020). Manajemen SDM. Edisi Revisi, Cetakan Ke Tigabelas. Jakarta : Bumi Aksara.
- Helfert dalam Rivai (2019). Teknis Analisis Manajemen: Petunjuk Praktik Untuk. Mengelola Dan Mengukur Kinerja Perusahaan. Jakarta: PT Elex Media
- Ishak, Rahmawaty. 2015. "Pengaruh Pengawasan Terhadap Prestasi Kerja Pegawai Di Kantor Camat Bulango Utara Kabupaten Bone Bolango". S1 – MANAJEMEN.
- Kadarisman (2022). "Manajemen Pengembangan Sumber Daya Manusia". Jakarta: Raja Grafindo Persada.
- Kasmir (2019). Manajemen sumber daya manusia (teori dan praktik). Depok: PT Rajagrafindo Persada.
- Khana (2021). Mappings. Rancang Bangun Sistem Informasi Perpustakaan Pada SMK N 01 Prabumulih Dibangun Dengan Pemrograman Java (Netbeans 7.3)., 08(50), 423–436.
- Krisdayanti, Gloria J M Sianipar, Pantas H Silaban, Sri Ida Royani Simanjuntak (2024). Pengaruh Gaya Kepemimpinan, Kerjasama Tim Dan Pengawasan Kerja Terhadap Kinerja Pegawai Satpol Pp Kota Medan
- Lolasari Novelly Hutabarat (2019). Pengaruh Pengawasan, Budaya Organisasi dan Remunerasi Terhadap Motivasi Kerja Pegawai
- Mangkunegara. A.A.P. (2020) Manajemen Sumber Daya Manusia Perusahaan. PT Remaja Rosdakarya. Bandung.
- Mardalena (2020). Dasar-Dasar Ilmu Gizi Dalam Keperawatan. Jakarta: Pustaka Baru Press; 2017.

- Mathis & Jackson. (2021). Human Resource Management: Manajemen Sumber Daya Manusia. Terjemahan Dian Angelia. Jakarta: Salemba Empat.
- McDonald's (2021). History. Tersedia pada [Http://www.mcdonalds.co.id/history](http://www.mcdonalds.co.id/history)
- Nitesamito (2020). Manajemen Sumber Daya Manusia, Pustaka setia, Bandung.
- Patwa Gahndi Al Fariz Harahap, Risdalina, Indra Kumalasari (2025). Analisis Yuridis Pengaruh Pengawasan Dan Penerapan Kode Etik Bidang Propam Terhadap Kinerja Anggota Polri Di Wilayah Hukum Polres Padang Lawas;
- Rahayu, Ana Sri. 2016. Pengaruh Pengawasan Terhadap Penilaian Prestasi Kerja Pegawai Pada Bidang Sekretariat Dinas Bina Marga Kabupaten Bandung. Skripsi(S1) thesis, PERPUSTAKAAN.
- Riniwati (2021). Manajemen Personalialia, Jakarta: Ghalia Indonesia
- Robbins SP, dan Judge. (2020). Perilaku Organisasi, Jakarta: Salemba Empat.
- Sadili. (2019). Manajemen Sumber Daya Manusia. Tangerang: Prenada Penerbit Media Group.
- Schermerhorn (2023). Management 6th Asia-Pacific edition custom F/Qut (black and white).
- Sedarmayanti, (2019), Sumber Daya Manusia dan Produktifitas kerja, Bandung, Penerbit Bandar Maju
- Sedarmayanti (2020). Manajemen Sumber Daya Manusia. Bandung: PT. Refika Aditama.
- Siagian, Sondang. P. (2020). Manajemen Sumber Daya Manusia. Cetakan ke-24. Jakarta: Bumi Aksara.
- Sugiyono. (2021). Metode Penelitian Kombinasi (Mixed Methods). Bandung: CV Alfabeta.
- Sulaksono. (2021). Penilaian Hasil Proses Belajar Mengajar. Bandung: Remaja Rosdakarya.
- Sunyoto. (2019). Metode Penelitian Kuantitatif Kualitataif dan Kombinasi (Mixed Methods). Bandung: Alfabeta.
- Suyetno (2025) Pengaruh Pengawasan Dan Kepemimpinan Terhadapkinerja Pegawai Pada Kantor Satuan Polisi Pamong Praja Kota Ambon
- Suzuma Hartomi, Ahiruddin Ahiruddin, Trisnowati Josiah (2023). Pengaruh Pengawasan Melekat Dan Disiplin Kerja Terhadap Kinerja Anggota Polres Lampung Timur
- Wibowo. (2017). Manajemen kinerja. Jakarta: PT Rajagrafindo Persada. Jakarta.
- Wijono. (2020). Manajerial Skill. Ponorogo: Calina Media.