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## The Influence of Career Development Through Certification and The Quality of Certification Implementation on The Performance of Polri Educator Members at The Republic of Indonesia Police Certification Institute

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**Abstract:** The expected objectives of this study are to solve the following problems: To determine the effect of career development through certification on the work spirit of Polri educators, To determine the effect of the quality of certification implementation on the work spirit of Polri educators and To determine the effect of career development through certification ( $X_1$ ) and the quality of certification implementation simultaneously on work spirit. This is proven by the results of the partial test (t test) which shows a t-count value of 2.923 which is greater than the t-table of 1.995 at a significance level of 0.05, the quality of certification implementation has a positive and significant effect on the work spirit of Polri educators. The results of the partial test (t test) show a t-count value of 2.252 which is greater than the t-table of 1.995. Career development through certification and the quality of certification implementation simultaneously have a positive and significant effect on the work spirit of Polri educators. This is demonstrated by the results of the simultaneous test (F test), with an F-value of 13.988, which is greater than the F-table of 2.71, and a significance level of  $0.000 < 0.05$ . Thus, the two independent variables jointly contribute significantly to improving the work morale of Polri educators. This is indicated by the coefficient of determination (R-square) of 0.233, meaning that 23.3% of the variation in work morale of Polri educators can be explained by these two variables, while the remaining 76.7% is influenced by other factors not examined in this study.

**Keyword:** Career Development Through Certification, Quality of Certification Implementation, Performance of Polri Educator Members.

### INTRODUCTION

Human resources (HR) are the most important asset in any organization, including the Indonesian National Police (Polri). Improving the quality of Polri HR is key to creating

professional, modern, and trustworthy personnel (Promoters). One HR element that plays a strategic role is educators. Police, namely teaching staff, instructors and trainers whose job is to train Polri members to have the competence, skills, attitudes and ethics according to the demands of police duties.

One of the efforts to improve the quality of Polri educators is through a competency certification program organized by the Institute of Indonesian National Police Professional Certification (LSP). This program aims to assess and ensure that educators meet competency standards in accordance with the Indonesian National Qualifications Framework (KKNI) and specific Polri standards. Certification serves not only as formal recognition of educators' abilities but also as a means of career development and work motivation.

These issues indicate a gap between the ideal goals of certification and its actual implementation in the field. However, according to Rivai (2014), planned career development through certification programs can increase work motivation and employee loyalty. Similarly, Hasibuan (2017) emphasized that job promotions and competency certification will effectively improve performance if implemented objectively, transparently, and fairly. Similarly, Mangkunegara (2015) emphasized that certification is a formal instrument that encourages the improvement of individual competencies, which ultimately impacts organizational performance.

Thus, a clear gap is evident between the ideal goals of the certification program (as a means of improving competence and motivation) and its implementation in the field. This is the basis for the urgency of this quantitative research, to empirically analyze the impact of career development and the quality of certification implementation towards the work spirit of Polri educators. The results of this study are expected to provide academic contributions to the development of human resource management, particularly in the context of police education, as well as practical recommendations for Polri leaders in improving the quality of certification programs. Thus, the competency certification program will not be merely an administrative formality, but a truly strategic instrument in developing the professionalism of superior and competitive Polri educators.

## **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, disagree, disagree where each: strongly agree is given a score of 4, agree 3, disagree 2, and disagree 1, (Sugiyono, 202). 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 program for Windows version 29 to determine the effect of organizational climate and career development on employee job satisfaction. Administrative Affairs Agency of the General Section of the Metro Jaya Police Resort Police. This method is used to test the influence between two independent variables and one dependent variable.

### **Sample population**

According to Sugiyono (2019), the definition of population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to be studied and then conclusions drawn. A population is a generalization area, an object/subject with certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. Based on this definition, the

population in this study is 125 members of the Indonesian National Police Certification Institute. Sampling was taken using the Slovin formula, with 95 members employee.

### 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 career development variables through certification ( $X_1$ ), the quality of certification implementation ( $X_2$ ) and the work spirit of Polri educators (Y) is in the form of 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. F test

The F test statistic is used to determine simultaneously (multiple) the influence between organizational climate (X<sub>1</sub>) , career development variables (X<sub>2</sub>) and employee job satisfaction (Y), with the test results being:

- 1) H<sub>0</sub> is accepted if F<sub>count</sub> < F<sub>table</sub>.
- 2) H<sub>0</sub> is rejected if F<sub>count</sub> > F<sub>table</sub>.

b. 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<sub>0</sub> is accepted if t<sub>count</sub> < t<sub>table</sub>.
- 2) H<sub>0</sub> is rejected if t<sub>count</sub> > t<sub>table</sub>.

**RESULTS AND DISCUSSION**

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that the researcher has conducted, becomes the average value of variable X<sub>1</sub> (Career development through certification), variable X<sub>2</sub> (Quality of certification implementation) and variable Y (Work enthusiasm of Polri educators) 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**

**Table 1. Results of the Regression Equation Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	26,873	6,780		3,963	.000
Career development through certification (X1)	.344	.118	.312	2,923	.004
Discipline(X2)	.232	.103	.240	2,252	.027

a. Dependent Variable: Employee performance (Y)

**1) The influence of career development through certification (X<sub>1</sub>) on the work enthusiasm of Indonesian National Police educators (Y).**

calculated t value obtained is 2.923 while the t table value is 1.995 for N = 95, then 2.923 > 1.995, thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, from this study it is proven that the Career Development variable through certification (X<sub>1</sub>) has a significant influence on the Work Spirit variable of Polri educators (Y). From the results above, the hypothesis proposed in the previous chapter turns out to have sufficient evidence of its truth.

**2) The quality of certification implementation (X<sub>2</sub>) on the work enthusiasm of Indonesian Police educators (Y).**

Calculated t<sub>value</sub> obtained is 2.252 while the t table value is 1.995 for N = 95, then 2.252 > 1.995, thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, from this study it is proven that the Quality of certification implementation variable (X<sub>2</sub>) has a significant influence on the

Work Spirit variable of Polri educators (Y). From the results above, the hypothesis proposed in the previous chapter turns out to have sufficient evidence of its truth.

#### **b. F test**

From the results of the analysis in the table above, namely the test ANOVA obtained F count obtained a value of 13,988 where the value is greater than the existing F table value of 2.71 for  $N = 95$ . Thus the F count value ( $13,988 > F_{table} (2.71)$ ), so clearly  $H_0$  is rejected and  $H_a$  is accepted. With the proof of  $F_{count} > F_{table}$ , it can be stated that career development through certification and the quality of certification implementation together have a positive influence on the work spirit of Polri educators at the Polri Certification Institute.

#### **c. Coefficient of Determination**

Based on the calculations in the table below the influence test was carried out for the three variables, and based on the Model Summary table which produced an R value (large) indicating the combined relationship of the two independent variables  $X_1$  and  $X_2$  to the dependent variable Y was 0.483. This shows that the two independent variables, namely  $X_1$  and  $X_2$  together simultaneously amounted to 48.3%. The remaining 51.7% was related by other factors. And the R Square value of 0.233 means that the two independent variables  $X_1$  and  $X_2$  together had an influence of 23.3% and the remaining 76.7% was influenced by other factors not observed by the author.

### **CONCLUSION**

1. Career development through certification has a positive and significant impact on the work enthusiasm of Indonesian National Police educators. This is evidenced by the results of the partial test (t-test) which shows a calculated t value of 2.923, greater than the t-table of 1.995 at a significance level of 0.05.
2. Leadership style has a positive and significant effect on the quality of certification implementation and a positive and significant effect on the work spirit of Polri educators. The results of the partial test (t test) show a calculated t value of 2.252 which is greater than the t table of 1.995.
3. Career development through certification and the quality of certification implementation simultaneously have a positive and significant impact. to the work spirit of Polri educators. This is shown by the results of the simultaneous test (F test) with a calculated F value of 13.988 which is greater than the F table of 2.71, and a significance level of  $0.000 < 0.05$ . Thus, both independent variables together contribute significantly to increasing the work enthusiasm of Polri educators. This is indicated by the coefficient of determination (R Square) value of 0.233, which means that 23.3% of the variation in the work enthusiasm of Polri educators can be explained by these two variables, while the remaining 76.7% is influenced by other factors not examined in this study.

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