



The Effect of Promotion on Performance of Personnel in The Jurisdiction of The Simalungun Police

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ABSTRACT: This study aims to evaluate the effect of promotion on performance of personnel in the jurisdiction of the Simalungun Police. The approach used in this study is a quantitative approach. The population of this study was the police personnel in the jurisdiction of the Simalungun Police, with a total of 200 personnel used as the study sample. Furthermore, for the data collection method used in this study is Likert scale to measure the statements submitted in the questionnaire that represent the indicators of each variable in this study. After the data has been collected, the data was analyzed using SPSS software. The result of this study shows that there is significant and positive effect of promotion on performance of personnel in the jurisdiction of the Simalungun Police.

KEYWORDS: Performance, Promotion, Police Personnel

Received 08 June, 2023; Revised 19 June, 2023; Accepted 22 June, 2023 © The author(s) 2023.

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I. INTRODUCTION

The police as the vanguard in suppressing and controlling the situation in an area from the threat of crime and riots are expected to have great performance in order to create a sense of security in society with the presence of the police (Yuniarto, 2016). Great performance is a pattern of behavior and actions of personnel that are in line with the goals and expectations of the organization and society. This performance emphasizes personnel behavior and actions that are within the individual's own control, and on the basis of the individual's own desires to meet expectations (Koopmans, 2015). However, currently the performance of the police personnel is considered to be unable to meet the expectations of the community. In addition, in several areas, there are police personnel with unsatisfactory performance (Rahmawaty, 2023).

Problems related to this performance also occurred at the Simalungun Police. Based on the results of interviews and observations, it was found that there were parties who were unable to do their job optimally and had an impact on performance. Even though certain approaches have been taken with the hope of creating better performance, the performance of these parties is still not optimal as expected.

The cause of this non-optimal performance may be caused by several factors, one of which is promotion (Sabar et al, 2017). Promotion is a situation where in work, individuals are transferred from one position to another that is higher, both in terms of rewards, responsibilities, and positions in the organization (Mathis & Jackson, 2011). A promotion system that cannot be implemented properly will have a negative impact on personnel performance (Razak et al, 2018). A promotion system that is considered ineffective by personnel will make personnel not committed to the organization, dissatisfied with their work, and do not want to contribute to the organization (Saharuddin & Sulaiman, 2016). This will have a negative impact on individual work behavior and prevent personnel from optimally utilizing the capabilities of their personnel so that the expected performance cannot be realized (Ligare, 2020).

Based on this explanation, it shows that a good promotion system is very important in creating good performance for personnel. In that way, organizations need to pay attention to the application of the promotion system that applies in the organization (Haryono et al, 2020). For that reason, it is important to conduct a research to see the effect of promotion on performance of personnel in the jurisdiction of the Simalungun Police.

As for the results of this research, it will be able to provide an in-depth understanding of the organization on the importance of implementing an effective promotion system. That way, personnel performance can increase and resolve problems related to unsatisfactory personnel performance in the organization.

II. LITERATURE REVIEW

Promotion

Promotion is a situation in which at work, individuals are transferred from one position to another, which is higher, both in terms of rewards, responsibilities, and positions in the organization (Mathis & Jackson, 2011). This promotion can be temporary or permanent. In addition, it can also be on a small scale or large scale. On a small scale, workers generally do not always get increased rewards and responsibilities in the organization. Meanwhile, on a large scale it will always be accompanied by an increase in rewards, responsibilities, and positions (Hasibuan, 2017). This promotion is carried out to give recognition to workers for the results of their work while in the organization and is expected to increase worker productivity (Fathoni, 2014). The promotion itself is determined by several things, namely experience, skills and knowledge, loyalty, leadership, and communication (Mathis & Jackson, 2011).

Performance

Performance is a pattern of behavior and actions of employees that are in line with the goals and expectations of the organization. This performance emphasizes the behavior and actions of workers who are under the control of the individual himself, and on the basis of the individual's own desires (Koopmans, 2015). This performance is related to the things that must be done and the work process, so that the expected goals can be achieved (Wibowo, 2016). Performance is considered good based on the results that can be achieved by individuals in their work according to certain criteria for a job (Robbins & Judge, 2013). This performance consists of several aspects, namely Task Performance, Contextual Performance, and Counterproductive Work Behavior (Koopmans, 2015).

III. METHODOLOGY

A simple regression analysis method is used to analyse data in this study. The purpose of simple regression analysis is to determine whether or not one variable has an effect on another. In regression analysis, a variable that affects is called the independent variable, while the variable that is affected is called the dependent variable. The promotion is an independent feature of the research and its dependent factor is performance.

Moreover, the data from this research were collected by means of a collection method which is based on scales. The scale is the Likert model, consisting of an performance and promotion scale. Subsequently, these scales have been distributed to study subjects. Police personnel are a subject group in this study that is part of the population. In this study, a total of 200 subjects were taken into consideration as samples. For the sampling itself, a random sample method is used, in this case based on chance or incidental sampling.

IV. RESULT

In order to investigate the effects of promotion on performance, this study applied a quantitative methodology with simple linear regression analysis. The analysis was carried out using the Statistical Packages for Social Sciences (SPSS) software. Table 1 and Table 2 illustrate the results of the data analysis.

Table 1. The Effect of Promotion on Performance

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	5720,482	1	5720,482	75,065	,000 ^b
Residual	20809,500	198	76,207		
Total	10711,861	199			

a. Dependent Variable: Performance

b. Predictor: Promotion

The F value of 75,065 is indicated by Table 1 and the relevant p value is 0.000. By that result, it can be seen that the p is below 0.05. It means that, promotion is considered to have a positive and significant impact on police personnel's performance. Consequently, it accepts the research hypothesis. In addition, table 2 shows the proportion of performance that is influenced by promotion.

Table 2. R Square

Variable	R Square	Std. Error of the Estimate
Promotion → Performance	.275	8,730

The value of r square is 0.275, as indicated in Table 2. This shows that the promotion is making an impact on personnel's performance at 27.5%. In parallel, other factors influence the rest of them.

V. DISCUSSION

The hypothesis in this study states that there is an effect of promotion on the police personnel's performance. This shows that the more positive promotion is perceived by the personnel, the higher personnel's performance. Furthermore, the result of the study shows the contribution of promotion to performance is 27.5%. Although, the contribution of promotion is not big, but the effect it has on performance is significant. It means that, promotion significantly effect the performance, and at small percentage is able to predict performance.

Moreover, the result of this study is similiar to the research result by Razak et al (2018), which found that if the promotion is considered positive by the personnel, then the personnel's performance will increase, and vice versa. According to Saharuddin and Sulaiman (2016), this can happen because a promotion system that is considered good by individuals will make individuals more committed to the organization, feel satisfied with their work, and are happy to contribute more to the organization. Then, in results, their performance will be better. Furthermore, it can be concluded that the promotion which is considered positive by the police personnel, will increase police personnel's performance.

VI. CONCLUSION

Police personnel's excellent performance is needed by the organization to be able to reach organization's goals, as well as increasing the society's trust in police personnel. Therefore, the performance of police personnel must always be consistent and in accordance with what is expected. Unfortunately, some police personnel still have low performance and are unable to meet organizational and community expectations. For this reason it is important to know which factors might have an impact on the performance of police personnel.

The result of this study shows that promotion is a factor that is able to influence the performance of police personnel. Even though, the percentage of promotion effect on performance is not considered big, but the effect is significant. Based on that result, it is important for organization to create good promotion system, as a way to increase police personnel's performance. Thus, with the better promotion system will result in better performance of personnel in the jurisdiction of the Simalungun Police.

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