The Influence of Competency on Employee Performance at Public Security and Order Supervising Officer, Central Lombok Police

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Abstract

This research aims to determine the relationship and influence between Competency and Performance of Bhabinkamtibmas police officers. The research was carried out using a quantitative approach by collecting data using a questionnaire from 103 Bhabinkamtibmas officers from a total of 139 officers. The questionnaire used has met the Validity and Reliability criteria very well. The results of the analysis carried out show that there is a significant relationship and influence of Competency on Performance. The influence value (R-Square) obtained was 0.768 or 76.8%, which is included in the strong category. This value shows that Competency is able to predict variations in Performance of 76.8% while the remaining 23.2% is predicted by other variables not used in the model. The regression equation obtained is $Y = 0.613 + 0.846X$, indicating that for every 1 point added to X, Y will increase by 0.846. In general, it can be concluded that to improve the performance of Bhabinkamtibmas, competency increases are needed and it would be very good if this improvement was carried out consistently to maintain the performance of Bhabinkamtibmas officers.

Keywords: Competency, Performance, Bhabinkamtibmas

INTRODUCTION

Human resources (HR) have a fundamental role in an organization. The key to maximizing HR potential lies in efficient and competent HR management. HR management is an important and strategic factor in achieving organizational goals, and this also applies to government agencies. Government organizations need human resources capable of supporting the achievement of their goals (Siagian, 2019). The quality of human resources in an organization reflects the extent to which the organization can develop and provide benefits to society. Therefore, a good organization will try to improve HR capabilities, which is the main key in improving employee performance (Wibowo, 2016).

As a law enforcement agency, the Indonesian National Police has an important role in maintaining public security and order, in accordance with the mandate of Law Number 2 of 2002 concerning the Indonesian National Police. They act as protectors, protectors and servants of the community. When a disturbance or criminal incident occurs, such as a disturbing act of theft in the community, the police's job is to respond immediately as a form of repressive effort. The role of the police as servants, protectors and protectors of the community is very vital. In a society with diverse cultures and characters, there are often differences of opinion and conflict. In situations like this, the police act as mediators to create understanding and peace, especially through the role of Bhabinkamtibmas.

Bhabinkamtibmas are members of the National Police who are stationed in villages or sub-districts and act as a liaison between the Police and the local community. They cannot work alone, but require close collaboration with the community. In dealing with complex problems in society, such as disturbances of order, a forum such as community police is needed to monitor and identify security situations. However, it is important to remember that community policing does not have the right to act as it pleases. Positive law in Indonesia prohibits vigilantism, and the police must operate in accordance with applicable regulations. Efforts have been made by the National Police to rebuild public trust by reforming itself towards a National Police that is independent, transparent, accountable and trustworthy.

One of the steps taken is to implement the community policing model, which is a new strategy in policing in Indonesia. All Polri members are expected to support community policing by building close partnerships between the police and the community, with a proactive attitude and focus on solutions. The police must be proactive in approaching the community and view them as partners in preventing and handling crime. The implementation of community policing involves all levels of society, from the lowest level to the highest leadership in an area. Bhabinkamtibmas has an important role in developing community policing, including in terms of developing environmental security systems. This is a positive step in building harmonious relations between the police and the community and increasing public trust in the police institution. Even though it is not easy, this effort is important to ensure security and public order in Indonesia.

The quality of human resources is very valuable capital and can be a benchmark for the success of an organization (Kasmir, 2016). Effective HR management is the key to success in

achieving organizational goals. This also applies to the Indonesian National Police (Polri), which has the main responsibility for maintaining security, order, law enforcement, protection, protection and service to the community. To carry out these duties well, the National Police must have qualified, highly knowledgeable and professional human resources. Apart from that, the motivation of police officers also plays an important role in influencing their performance, because motivation can be a strong incentive to achieve good results (Usmara, A, 2006).

Several factors influence performance achievement including ability, discipline, and motivation. McClelland (2000) notes that there is a positive relationship between competence and performance achievement. This means that individuals who have a high level of competence have a greater opportunity to achieve high performance (Wibowo, 2017). Therefore, the author is interested in conducting further research to understand the extent to which the competencies possessed by Bhabinkamtibmas members have an influence on their performance.

The importance of quality human resources in an organization like the National Police cannot be seen simply. With superior human resources, organizations can achieve their goals more efficiently and effectively. This underlines the importance of investing in developing the competence, discipline and motivation of Polri members so that they can carry out their duties well and meet community expectations. Furthermore, the proposed research can provide valuable insight into the relationship between competency and performance of Bhabinkamtibmas members, which can be used as a basis for further improvement and development in HR management in the National Police.

One of the key elements of HR theory is motivation. Motivational factors, such as recognition, responsibility and career development opportunities, can significantly influence the level of Bhabinkamtibmas performance. Organizational support in providing rewards and development opportunities can increase their motivation to make more contributions in carrying out their duties. HR theory emphasizes the importance of training and development as a means of improving employee performance. In carrying out their duties as members of Bhabinkamtibmas, training programs related to security knowledge, communication skills and conflict management can improve their competence. By increasing competence, it is hoped that Bhabinkamtibmas' performance in carrying out its duties can be more optimal.

Organizational support factors and the work environment are also important in HR theory. Central Lombok Police as a supporting organization must provide a work environment that is conducive to the performance of Bhabinkamtibmas. This includes managerial support, allocation of adequate resources, and provision of tools that support their tasks. The aspect of balance between work life and personal life also needs to be considered. In HR theory, excessive fatigue or stress can have a negative impact on employee performance. Therefore, efforts to create a good balance between work demands and personal needs of Bhabinkamtibmas can improve their overall performance (Rivai, 2013).

HR theory emphasizes employee empowerment and involvement as factors that can improve performance. Bhabinkamtibmas who feel they have autonomy in making local decisions and feel involved in planning their tasks tend to show higher levels of performance. In the context of Bhabinkamtibmas, the application of HR theory becomes very relevant. Factors such as motivation, training, organizational support, life balance, and employee involvement can form the basis for understanding and improving the performance of Bhabinkamtibmas at the Central Lombok Police. By considering these aspects, appropriate strategies and policies can be identified to improve the performance and contribution of Bhabinkamtibmas in maintaining security and public order.

This research approach uses survey research which collects data on a population that is the object of study using a questionnaire as the main data collection instrument (Singarimbun & Effendi, 2011). In this research, the survey conducted will measure the influence of competency variables on the performance of Bhabinkamtibmas members at the Central Lombok Police, West Nusa Tenggara Regional Police. The research was conducted at the Central Lombok Police Station around August to September 2023. The population of Bhabinkamtibmas at the NTB Central Lombok Police Station was 139 people and based on the Krejcie and Morgan Table that for a population of 140 people, the required sample was 103 people, so data collection was carried out against 103 Bhabinkamtibmas people randomly.

According to several management experts, performance can also be defined as the willingness of a person or group of people to take action and complete it in accordance with their responsibilities, with results that meet or exceed expectations (Hasibuan, 2014). Performance can also be seen as the result of work and work behavior that has been achieved

in completing the tasks and responsibilities given within a certain time period. Meanwhile, employee performance, or often called work performance, is the result of work that is measured in terms of quality and quantity that has been achieved by an individual in carrying out his duties in accordance with the responsibilities given to him. Performance reflects the ability of an individual or group to carry out activities and complete them in accordance with the tasks that have been given, with results that meet expectations.

Competence is an ability that allows someone to carry out or carry out certain work or tasks. Competency according to McClelland in Sedarmayanti (2011) is a characteristic of the fundamental abilities possessed by a person that directly influences the work he or she faces, or abilities that can predict excellent performance. This competency is built on the basis of the knowledge and skills possessed, and is supported by a work attitude that is in accordance with the demands of the job. In this context, competency reflects the level of professionalism in a particular field and is very important, even an advantage in that field (Hutapea & Thoha, 2008).

The definition of competency refers to the combination of knowledge, skills and attitudes possessed by an employee to carry out their duties effectively (Moeheriono, 2012). Competency is the basis for employee performance, which includes achieving goals and work results produced by individuals in the context of their work. Competency basically includes the knowledge, skills and attitudes possessed by an employee. Knowledge includes an understanding of the tasks and work context, skills involve the ability to apply that knowledge effectively, and attitudes include personality and ethical aspects in carrying out tasks. Performance refers to the final result of the execution of tasks and responsibilities assigned to individuals within the organization. Performance can be measured through goal achievement, work quality, productivity, and the positive impact produced in the organizational context.

The competency model in Bhabinkamtibmas includes special aspects that adapt to their duties and roles. A deep understanding of public safety includes knowledge of potential risks and threats in their work area. Good interpersonal communication skills are key, considering that close relationships with the community are a central element of Bhabinkamtibmas' role. Skills for handling complex situations, such as local conflicts or changing social dynamics, are also included in their competency model. The role of Bhabinkamtibmas is not only limited to law enforcement. They also act as agents of guidance and prevention in the community. Therefore, their competence does not only focus on legal aspects, but also includes social

sensitivity, adaptability and diplomatic skills. Collaboration and support from the Central Lombok Police and the NTB Regional Police are also important factors in ensuring that Bhabinkamtibmas can carry out its duties optimally.

Bhabinkamtibmas' duties are very complex because they involve direct interaction with the community and handling various security problems. The challenges involve a deep understanding of social change, potential conflict, and the ability to adapt to a dynamic environment. Employee competencies, such as emotional intelligence and conflict management skills, become very critical in dealing with these complex work dynamics. The relationship between competency and employee performance is mutually influencing. High competence can improve performance, while good performance can strengthen and develop competence (Sudarmanto, 2015). For example, employees who have good communication skills can build strong relationships with the public, which in turn can increase trust and cooperation, thereby influencing their overall performance. The competency improvement initiatives taken by the Central Lombok Police and the NTB Regional Police reflect a commitment to improving the quality of employee performance. Relevant training programs, workshops and skills development not only provide additional knowledge but also help shape positive attitudes and improve practical skills required in everyday tasks.

The concept of employee performance is one of the main pillars of organizational success, especially in the police sector (Donni, 2017). Employee performance reflects the extent to which individuals can achieve organizational goals and make positive contributions to their duties and responsibilities. In the context of Bhabinkamtibmas, their performance is the main indicator of effectiveness in maintaining security and public order at the local level. Motivation is considered a key factor influencing the performance of Bhabinkamtibmas. Intrinsic encouragement, such as pride in community service duties, and extrinsic encouragement, such as awards or promotions, can form motivation to provide optimal performance.

Skills and competencies are fundamental factors in determining the performance of Bhabinkamtibmas. Communication skills, conflict management, as well as a deep understanding of security and public order are important elements in providing services and carrying out preventive and responsive duties. Organizational support, including adequate resource allocation, recognition of contributions, and a conducive work environment, can

influence the performance of Bhabinkamtibmas. This support creates conditions that allow them to work optimally.

The balance between work life and personal life can also influence the performance of Bhabinkamtibmas. Excessive workload or lack of time for rest can negatively impact their performance in the long term. Empowerment and employee involvement are significant variables in assessing the performance of Bhabinkamtibmas. Those who feel they have responsibility and autonomy in carrying out their duties tend to show higher levels of performance.

Measuring the performance of Bhabinkamtibmas is important in evaluating their effectiveness in maintaining security and order in the work area. Accurate performance measurements can help identify areas that need further attention and design appropriate development programs. Given the complexity of Bhabinkamtibmas' duties, studying the factors that influence performance is essential to understand how they can be more effective in carrying out preventive, responsive and community empowerment tasks. By exploring Bhabinkamtibmas performance variables, key elements can be identified that need to be considered in an effort to increase their effectiveness and contribution in maintaining security and public order. Motivational factors, skills, organizational support, life balance, and employee engagement are elements that can form the basis for further research in this context (Mangkunegara, 2015).

According to Ivancevich et al (2006), ability is a person's talent to perform physical or mental tasks. This means that an employee's abilities are what is within him and is the potential to complete his work, both physical and mental tasks. An employee must have good competence to support his work successfully or to perform well. Bhabinkamtibmas competency includes in-depth knowledge of the security situation and public order in his area. This involves understanding potential risks, threats, as well as social dynamics that can affect security stability. The ability to communicate effectively with various levels of society is a fundamental aspect of Bhabinkamtibmas' competence. These skills help in building positive relationships with community members, hearing complaints, and conveying information clearly.

Bhabinkamtibmas is often faced with conflict situations at the community level. Therefore, conflict management competence is important. The ability to resolve conflicts

effectively and manage tensions can minimize potential security disruptions. Training and development factors have a direct impact on increasing the competence of Bhabinkamtibmas. Training programs related to aspects of security, communication skills, and conflict management can improve the quality of services and their response to certain situations.

Organizational support in providing relevant and supportive employee development policies is a determining factor in increasing the competence of Bhabinkamtibmas. This policy creates a foundation for continuous development and competency enhancement. Work experience and field practice also contribute to the development of Bhabinkamtibmas competencies. Direct interaction with the community, handling security situations, and community development form practical knowledge that enriches their competencies.

Measuring the competence of Bhabinkamtibmas is important to evaluate the extent to which they can carry out their duties well. This measurement can involve assessment from superiors, participation in training, and evaluation of field work results. The close relationship between competence and performance of Bhabinkamtibmas forms the basis for further research. High competency is expected to improve their performance in providing services and maintaining community security at the local level.

By exploring Bhabinkamtibmas competency variables, an understanding of the key aspects that influence their ability to carry out their duties can be obtained. Training factors, organizational support, work experience, and competency measurement are important elements that need to be considered in efforts to improve the competence and performance of Bhabinkamtibmas.

The formulation of a hypothesis in research is a temporary statement that must be tested empirically to find out its truth. In the context of this research, the hypothesis formulation is as follows:

1. H0: There is no significant influence of Competency on the Performance of the Central Lombok Police Bhabinkamtibmas Police.
2. H1: There is a significant influence of Competency on the Performance of the Central Lombok Police Bhabinkamtibmas Police.

In this research, a hypothesis is used to test whether there is a significant relationship between the competence of members of the Bhabinkamtibmas Police and their performance

at the Central Lombok Police. Thus, the results of this research will help in understanding whether increasing competence can have a positive impact on police performance.

RESEARCH METHODS

This research approach uses survey research which collects data on a population that is the object of study using a questionnaire as the main data collection instrument (Singarimbun, 2011). In this research, the survey conducted will measure the influence of competency variables on the performance of Bhabinkamtibmas members at the NTB Central Lombok Police. The research was conducted at the Central Lombok Police Station from August to September 2023. The population of Bhabinkamtibmas at the NTB Central Lombok Police Station was 139 people and based on the Krejcie and Morgan Table that for a population of 140 people, the required sample was 103 people, so data collection was carried out against 103 Bhabinkamtibmas people randomly.

There are two variables in this research, namely Competency and Performance. The research instrument used was 24 items, each variable using 12 questions. The instruments used were sourced from several literatures (Suparman, 2018). The Competency Instrument measures aspects of Knowledge, Understanding, Skills, Values, Attitudes and Interests. Meanwhile, the Performance instrument measures Work Quality, Work Quantity, Time, Cost, Supervision and Peer Group.

The analysis stages that will be carried out begin with testing the instrument, namely by testing Validity and Reliability using the Item Total Correlation and Cronbach's Alpha methods (Arikunto, 2013). The next stage is to use the regression analysis method. The quantitative data analysis technique that will be used for the questionnaire is Simple Regression Analysis (Sugiyono, 2016). This method is used to see the influence of the independent variable (X), namely competence, on the dependent variable (Y), namely performance.

RESULTS AND DISCUSSION

Analysis of Instrumental Validity

Validity is a very important concept in the world of research and measurement. This reflects the extent to which the test tool or measurement instrument can be relied upon to measure what it is supposed to measure. The higher the validity of the test tool, the more

accurate the test tool is in achieving its objectives. In this context, we will explain in more detail about validity, focus on how to measure it, and explore one of the commonly used methods, namely the discriminating power of items.

Validity refers to the extent to which a test tool or measurement instrument actually measures what it is intended to measure. In other words, validity reflects the extent to which the test tool is relevant and targeted. Basically, the higher the validity of a test tool, the more accurate the test tool is in measuring what it is supposed to measure. This is very important in research because we want to ensure that the data we collect using the test tool has high reliability and relevance. For example, if a researcher uses a questionnaire to collect research data, then the items arranged in the questionnaire must be designed in such a way that they can measure precisely what is the research objective. This means that the validity of the questionnaire test tool is very important to ensure that the results obtained are an accurate reflection of the construct being measured.

One way that is commonly used to measure the validity of a test tool is to look at the differentiating power of the items or item discriminality. Item discrimination is a very relevant method and is often used for various types of tests. In this context, we will explain in more detail how to measure the discriminating power of items, which can provide deeper insight into the validity of the test tool. The distinguishing power of items is measured by calculating the correlation value between the item score and the overall score on the test tool. In many cases, the method used is the Rank – Spearman correlation coefficient. The Rank – Spearman correlation coefficient measures the degree to which the item is correlated with the total score of all items in the test tool. If the Rank – Spearman correlation coefficient between an item and the total score of the test tool is high, then this indicates that the item has good discriminating power. In other words, these items contribute significantly to the overall measurement of the test tool and reflect the construct being measured. Conversely, if the correlation coefficient is low, then the item may not have good discriminating power and may need to be revised or removed from the test tool.

The differentiating power of items is important because it provides information about the extent to which the items in the test tool can reliably measure the construct being measured. If all the items in a test tool have low discriminating power, then the test tool may not be effective in measuring the intended construct. Therefore, by identifying items with low

discriminating power, researchers can make improvements and increase the validity of the test tool.

In research, efforts to improve the validity of test equipment are a critical step towards reliability and accuracy in measurement. By understanding the concept of validity and using methods such as measuring the discriminating power of items, researchers can ensure that their test tools are effective in measuring the construct being studied. Validity is a strong basis for building credible and useful research findings. Thus, research that pays attention to the validity of test equipment will make a more meaningful contribution to the development of science and our understanding of the world. Rank-Spearman calculations are carried out using the following formula:

$$r_s = 1 - \frac{6\sum d_i^2}{n(n-1)}$$

After calculating the correlation coefficient for each item in the test tool, the next step is to determine a number that can be considered high enough as an indicator of consistency between the item score and the overall score. There are no strict limits in determining this value, but the main principle is to look for the highest possible coefficient value. In addition, items that have a negative correlation or are close to zero (0.00) should be avoided because they may not be effective in measuring the desired construct.

According to Friedenberg (1995), in developing and compiling psychological scales, a minimum correlation coefficient value of around 0.30 is generally used. This means that items with a correlation of less than 0.30 can be considered less relevant and can be removed from the test tool. On the other hand, items with a correlation above 0.30 are considered to have good consistency and can be included in the test tool. The higher the correlation approaches number one (1.00), the better the consistency and validity of the test tool (Guilford, 1979).

It is important to illustrate the concept of validity with real examples. For example, in research or measuring competence and performance, we can use the correlation coefficient to measure validity. The results of validity calculations for these two variables can be used as an indicator of the extent to which the test tools or instruments used are effective in measuring these constructs. If the correlation coefficient value between the items in the competency test tool and the overall score is greater than 0.30, this indicates that the test tool has good validity.

The same goes for performance testing tools. If the correlation value of the items in the performance test tool also exceeds 0.30, then the test tool can be considered valid in measuring performance.

In this case, the use of a correlation value of 0.30 is a general benchmark that can be used as a guide in evaluating the validity of the test tool. However, it is important to remember that the context and purpose of the study may influence the acceptable threshold. Therefore, further research and more in-depth studies can help confirm the validity and relevance of test tools in certain contexts. The results obtained for the two variables used in this research, namely Competence (X) and Performance (Y), are as follows table 1 and table 2:

Table 1. The Result of "X" Variable Validity Test (Competence)

No	Pearson Correlations	Criteria	Conclusion
1	0.867	0.300	Valid
2	0.883	0.300	Valid
3	0.880	0.300	Valid
4	0.930	0.300	Valid
5	0.909	0.300	Valid
6	0.836	0.300	Valid
7	0.912	0.300	Valid
8	0.869	0.300	Valid
9	0.794	0.300	Valid
10	0.922	0.300	Valid
11	0.809	0.300	Valid
12	0.963	0.300	Valid

Source: Processed by Author, 2023

Table 2. The Result of "Y" Variable Validity Test (Performance)

No	Pearson Correlations	Criteria	Conclusion
1	0.748	0.300	Valid
2	0.833	0.300	Valid
3	0.743	0.300	Valid
4	0.823	0.300	Valid
5	0.818	0.300	Valid
6	0.849	0.300	Valid
7	0.814	0.300	Valid
8	0.889	0.300	Valid
9	0.941	0.300	Valid
10	0.819	0.300	Valid
11	0.844	0.300	Valid

12	0.754	0.300	Valid

Source: Processed by Author, 2023

Analysis of Instrumental Reliability

In the world of research and measurement, there is one concept that is very important to understand, namely reliability. Reliability refers to the extent to which a measurement or test tool can be relied upon to provide consistent results. In this article, we will discuss more about reliability, including its definition, calculation of reliability coefficients, and the importance of understanding this concept in the context of research. Reliability is the main characteristic of a good measuring instrument. This shows the level of reliability of the measurement results. In simple terms, a measurement that has high reliability is a measurement that provides consistent results every time it is repeated. Reliability is an indicator of the extent to which the measurement result score is free from measurement error.

This concept is also known by various terms, such as reliability, constancy, consistency, or stability, but the essence is the same: the extent to which measurement results can be trusted. To measure reliability, we use the reliability coefficient. Although theoretically, the reliability coefficient can range from 0.00 to 1.00, in practical measurements, a reliability coefficient value of 1.00 is almost never achieved. This is because humans as measurement subjects have the potential to cause measurement errors.

It is important to note that in the context of reliability, a reliability coefficient of less than 0.00 does not have any meaning because the interpretation of reliability always refers to a positive reliability coefficient. One calculation technique commonly used to measure reliability is to use the Alpha Reliability Coefficient, which is calculated using the Cronbach's Alpha formula. This formula is a sophisticated statistical method used to measure the internal consistency of a group of items in a test tool or measurement instrument. Cronbach's Alpha formula checks the extent to which the items in the test tool are consistent with each other. If the Alpha reliability coefficient is high, this indicates that the items in the test tool have a good level of internal consistency. Conversely, if the Alpha value is low, then the test tool may need to be revised or items that are less consistent should be deleted.

Understanding reliability is key to ensuring that the data obtained in research is reliable and reliable. If the test tool or measurement instrument does not have adequate reliability, then the measurement results may not accurately reflect the desired construct. In the context

of scientific research, validity and reliability are two very important aspects. Validity measures the extent to which the test instrument measures what it is supposed to measure, while reliability measures the extent to which the measurement results are consistent and reliable.

By understanding the concept of reliability and using techniques such as Cronbach's Alpha calculations, researchers can ensure that the data collected in their research has a high level of trustworthiness. This will increase the reliability of research findings and produce more useful knowledge in various fields of science and practice. Therefore, attention to reliability is an important step in the research journey. The Cronbach's Alpha formula used is as follows figure 1:

$$\alpha = \frac{k}{k-1}\left(1 - \frac{\sum_{i=1}^{k} S_i^{\,2}}{S^2_{total}}\right)$$

Figure 1. The Cronbach's Alpha Formula

The results of validity calculations for the two variables used, namely Competency and Performance, have met the Validity requirements, where the value obtained is higher than 0.70 and is declared valid. The results obtained for these two variables are as follows table 3 and table 4:

Table 3. The Result of "X" Variable Reliability Test (Competence)

Reliability	Criteria	Conclusion
0.974	0.300	Valid

Table 4. The Result of "Y" Variable Reliability Test (Performance)

Reliability	Criteria	Conlusion
0.956	0.300	Valid

Analysis of Simple Linear Regression

In the world of science and statistics, there is an important concept related to the relationship between two variables, namely Variables X and Y. This concept refers to the idea that there is a functional relationship between the two, where changes in one variable will affect changes in the other variable. In this context, variables that have a role in determining or explaining other variables are called independent variables, while variables that depend on the independent variable and are influenced by them are called dependent variables. In other words, an independent variable is a variable that has a role as a trigger or factor that influences

the dependent variable. Changes or variations in the independent variable will result in variations or changes in the dependent variable. This concept is highly relevant in many areas of research, data analysis, and science in general.

Understanding the concepts of independent variables and dependent variables is very important in research design, data analysis, and interpretation of research results. It helps researchers to identify relationships between the variables under study and understand how changes in one variable can affect other variables. With a good understanding of this concept, research can be conducted more effectively and the results can be interpreted more appropriately. The results of regression analysis testing for Competency as the independent variable and Performance as the dependent variable are as follows table 5 and table 6:

Table 5. Regression Statistics

Regression Statistics	
R Square	0.768
Adj. R Square	0.766
Standard Error	0.340
Observations	103

Table 6. ANOVA Table

ANOVA					
	df	SS	MS	F	P-value
Regression	1	38.73986	38.73986	334.4134	0.0000
Residual	101	11.70027	0.115844		
Total	102	50.44013			

	Beta	Std. Error	t Stat	P-value
Intercept	0.613	0.189	3.250	0.002
Competencey	0.846	0.046	18.287	0.000

The results above show that there is a significant relationship and influence of competency on performance. This is shown by the P-Value value of 0.000 in the ANOVA table and in the Competency variable. The influence value (R-Square) obtained was 0.768 or 76.8%. The regression equation formed is as follows: y=0.613+0.846X. Based on the calculation results above, it can be said that there is a significant influence of Competency on Performance with the regression model Y = 0.613 + 0.846X, which means that every additional 1 (one) point of the Competency variable will increase performance by 0.846 times. The R-Square value

obtained in this study was 0.768; This value shows that the Competency Variable contributes to the Performance Variable by 76.8%, while the remaining contribution, namely 23.2%, is thought to be influenced by other factors or variables not included in this research.

The proposed hypothesis test using the statistical test device *thitung* shows a significant result, where the value of *thitung>* inger*aab* or 18,287> 1.96 which means H1 is received and H0 is rejected. Based on the results obtained, it is stated that there is a significant relationship and influence of the Competency Variable on the Performance Variable of the Bhabinkamtibmas Police at the Central Lombok Police.

CONCLUSION

Based on the results of the research and calculations above, it is concluded that there is a significant influence of competency on performance in Bhabinkamtibmas at the Central Lombok Police, West Nusa Tenggara. These results indicate that to improve the performance of Bhabinkamtibmas officers it is necessary to increase their competency regularly so that they can continue to keep pace with developments in information and culture in society.

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