The Influence Of Self Regulation And Organizational Culture On Organizational Commitment Among Police Members At Satlantas Polres Ketapang, West Kalimantan

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ABSTRACT

This study investigates the influence of Self Regulation and Organizational Culture on Organizational Commitment among members of the police force at Satlantas Polres Ketapang, Kalimantan Barat. Using a sample of 56 respondents, data were collected using structured questionnaires. Statistical analyses including correlation, regression, and reliability tests were conducted to assess the relationships and predictive power of the variables. Findings reveal significant positive correlations between Self Regulation, Organizational Culture, and Organizational Commitment. Regression analysis indicates that Self Regulation and Organizational Culture collectively explain 21.0% of the variance in Organizational Commitment. These results underscore the importance of fostering self-regulation practices and nurturing supportive organizational cultures to enhance organizational commitment within law enforcement agencies. The study contributes to understanding organizational behavior within policing contexts and suggests practical implications for organizational development strategies.

INTRODUCTION

Human resource management (HRM) is a crucial element in achieving organizational goals. Sadikin et al. (2021, p. 9) state that initially, humans as a resource were understood solely in terms of their physical labor. Through their physical capabilities, humans strive to derive material benefits from their environment to meet their needs. HRM also involves the design of systems for planning, staffing, employee development, career management, performance evaluation, employee compensation, and good labor relations (Sinambela, 2016, p. 8). In this context, organizational commitment becomes a significant aspect that needs attention. Mathis & Jackson (2016, p. 605) define organizational commitment as the degree to which employees believe in

and accept the organization's goals and have a desire to remain with the organization. Organizational commitment is closely related to leadership and organizational culture within the company or organization. Organizational culture, according to Busro (2017, p. 5), is the shared perception held by members of the organization as a value system that then influences the way members work and behave. A strong organizational culture can create an efficient and productive work environment.

This research will focus on the Ketapang Police Resort (Polres Ketapang), a police unit in West Kalimantan tasked at the district or city level. The Ketapang Police Resort is led by a Police Resort Head with the rank of Police Adjunct Commissioner. According to Sugiono & Rachmawati (2019), organizational culture negatively affects absenteeism. Hidayat & Handayani (2018) also found that self-regulation is positively and significantly related to absenteeism. Based on this background, this research aims to examine the influence of Self-Regulation and Organizational Culture on the Organizational Commitment of police officers in the Traffic Unit of the Ketapang Police Resort, West Kalimantan. The results of this study are expected to contribute to improving the performance and effectiveness of the organization within the Ketapang Police Resort. Good governance is a concept that refers to the process of achieving decisions and their implementation can be jointly accounted for.

Good governance is based on a consensus reached by the government, citizens, and the private sector for the implementation of government in a country. There are 9 principles of Good Corporate Governance, namely community participation, upholding the supremacy of law, caring for the community, oriented towards consensus, effective and efficient, fairness, transparency, accountability and responsibility. The application of the principles of Good Corporate Governance is very important in forming good governance, especially in managing finances, both state finances and regional finances. Organizational culture is a basic pattern accepted by an organization to act and solve problems, form employees who are able to adapt to the environment and unite members of the organization.

LITERATURE REVIEW

Self-regulation, according to Bandura (1986) in Dewi (2021, p. 3), is "an individual's ability to control their learning by developing self-observation, self-assessment, and self-response steps." Dewi (2021, p. 12) states that self-regulation consists of two components:
a. Self-inhibition: The ability of an individual to inhibit, counter the dominant response, and/or intentionally exceed the response.
b. Self-assertion: The fundamental motivation of individuals to maintain self-integrity, perceive themselves as good, virtuous, and capable of predicting and controlling important outcomes.

According to Busro (2017, p. 4), "Organizational culture is a shared perception held by members of the organization that forms a system that is understood equally by all members." Biantoro (2002) in Busro (2017, p. 22) explains several indicators of organizational culture, including:
a. Diligence: Employing all rational capabilities to discover and understand the will of God.
b. Sincerity: Having a personality that is honest, authentic, positive, beneficial, and caring towards consumers.
c. Patience: The ability to remain calm in facing difficulties, delays, frustration, or suffering.
d. Entrepreneurship: The activity of building a business which cannot be done hastily.

Mathis & Jackson (2016, p. 605) define organizational commitment as "the extent to which employees believe in the organization, accept organizational goals, and desire to remain with the organization." Allen & Meyer (1996) in Mathis & Jackson (2016, pp. 608-609) propose three types of organizational commitment:

a. Affective commitment: Refers to identification with, involvement in, and emotional attachment to the organization. Employees with strong affective commitment stay with the organization because they want to.
b. Continuance commitment: Refers to the costs that employees associate with leaving the organization, including financial losses or other disadvantages.
c. Normative commitment: Refers to a sense of obligation to stay with the organization and repay what they have received from the organization. Research conducted by Wibawa & Putra (2018), entitled "The Influence of Organizational Culture on Organizational Commitment Mediated by Job Satisfaction," demonstrates that organizational culture influences organizational commitment. Research by Rachmawati (2022), entitled "The Influence of Self-Regulation and Organizational Culture on Organizational Commitment of Employees at PT Anugerah Kubah Indonesia," shows that self-regulation has a positive and significant impact on organizational commitment. The independent variables in this research are Self-Regulation (X1) and Organizational Culture (X2), while the dependent variable is Organizational Commitment (Y).

METHODS

This study is an associative research using a quantitative approach. According to Siregar (2020, p. 15), associative research aims to determine the relationship between two or more variables. The quantitative approach emphasizes analysis on numerical data analyzed with appropriate statistical methods (Hardani et al., 2020, p. 238). Data in this study consists of primary and secondary data. Primary data is collected directly from the first source (Siregar, 2020, p. 37) through interviews conducted with the Head of Satlantas Polres Ketapang (Hardani et al., 2020, p. 137) and questionnaires given to members of Satlantas Polres Ketapang (Kurniawan & Puspitaningtyas, 2016, p. 82). Secondary data is obtained from the Ketapang Police Traffic Unit, including employee numbers, attendance, work achievements, disciplinary violations, and organizational culture data (Siregar, 2020, p. 37). The population in this study includes all members of the Ketapang Police Traffic Unit, totaling 56 people in 2024 (Kurniawan & Puspitaningtyas, 2016, p. 66).

This study uses a saturated sampling technique, where the entire population is used as the sample (Hardani et al., 2020, p. 369). The sample consists of 56 members of the Ketapang Police Traffic Unit in 2023 and 2024. The research variables include independent variables: Self Regulation (X1) and Organizational Culture (X2), and the dependent variable: Organizational Commitment (Y). This study uses the Likert scale to measure the attitudes, opinions, and perceptions of respondents regarding Self Regulation, Organizational Culture, and Organizational Commitment (Siregar, 2020, p. 50).

The response alternatives are coded as follows: Strongly Agree (SA) = 5, Agree (A) = 4, Less Agree (LA) = 3, Disagree (D) = 2, Strongly Disagree (SD) = 1. This study uses quantitative data analysis techniques which include instrument testing (validity test using the Product Moment correlation technique to measure the validity of the instrument (Siregar, 2020, p. 75) and reliability test using the alpha Cronbach method to measure the reliability of the instrument (Siregar, 2020, p. 87)), classical assumption test (normality test conducted using the Kolmogorov-Smirnov test to examine the distribution of data (Siregar, 2020, p. 153), linearity test conducted using the Test for Linearity to examine the linear relationship between variables (Siregar, 2020, p. 178), and multicollinearity test conducted by examining the VIF and Tolerance values to test the correlation between independent variables (Purnomo, 2016, p. 175)). Multiple linear regression analysis is used to predict and determine the influence of independent variables on the dependent variable (Siregar, 2020, p. 405): $Y=a+b_1X_1+b_2X_2 Y=a+b_1X_1+b_2X_2$. The correlation coefficient uses the Pearson Product Moment method to determine the strength and direction of

the relationship between variables (Siregar, 2020, p. 337). The coefficient of determination (R^2) is used to determine the contribution of independent variables to the dependent variable (Siregar, 2020, p. 338).

The simultaneous test (F-Test) is conducted to determine the influence of independent variables simultaneously on the dependent variable (Siregar, 2020, p. 408), and the partial test (T-Test) is conducted to determine the influence of each independent variable partially on the dependent variable (Siregar, 2020, p. 410)

RESULTS

Table 1 One-Sample Kolmogorov-Smirnov Test

Test	Value
Test Statistic	0.146
Asymp. Sig. (2-tailed)	0.005
Monte Carlo Sig. (2-tailed)	0.004
99% Confidence Interval	Lower Bound: 0.002, Upper Bound: 0.006

Interpretation: The test indicates that the distribution of unstandardized residuals does not meet the assumption of normality, suggesting caution in interpreting results that assume normality.

Table 2 Regression Coefficients

Model	Predictor Variable	Unstandardized Coefficients	Standardized Coefficients	t-value	Sig.	Tolerance	VIF
Model 1	Constant	-5.682	-	-	0.588	-	-
	X1	1.149	0.300	2.428	0.019	0.941	1.063
	X2	0.676	0.320	2.589	0.012	0.941	1.063

Interpretation: X1 (Self Regulation) and X2 (Organizational Culture) have significant positive standardized coefficients, indicating their impact on Y (Organizational Commitment).

Table 3 ANOVA For Regression Model

Model	Source	Sum of Squares	df	Mean Square	F-value	Sig.
Model 1	Regression	234.354	2	117.177	8.313	0.001
	Residual	747.074	53	14.096	-	-
	Total	981.429	55	-	-	-

Interpretation: The regression model is statistically significant (p = 0.001), indicating that the predictors (X1, X2) significantly explain the variance in Y (Organizational Commitment).

Table 4 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
Model 1	0.489	0.239	0.210	3.754

Interpretation: Adjusted R Square (0.210) indicates that 21.0% of the variance in Y can be explained by X1 and X2.

Table 5 Reliability Statistics

Scale	Cronbach's Alpha	N of Items
Scale 1	0.801	9
Scale 2	0.663	8
Scale 3	0.428	4

Interpretation: Cronbach's Alpha values indicate varying levels of internal consistency reliability across different scales.

Reporting Research Results

Based on the results of the study, it is evident that Self Regulation and Organizational Culture significantly influence Organizational Commitment among police officers at Satlantas Polres Ketapang. The data analysis included both descriptive statistics and inferential statistical tests to substantiate these findings. Descriptive statistics revealed varying levels of Self Regulation and perceptions of Organizational Culture among the respondents. Self Regulation was assessed through dimensions like self-inhibition and self-assertion, while Organizational Culture encompassed attributes such as diligence, sincerity, patience, and entrepreneurship. Inferential statistical analyses, including multiple regression analysis and correlation coefficients, were conducted to determine the relationships between these variables. The results indicated a statistically significant positive relationship between Self Regulation, Organizational Culture, and Organizational Commitment.

Specifically, officers who demonstrated higher levels of Self Regulation and operated within a supportive Organizational Culture showed stronger commitments to their organization. However, it is crucial to note that the assumption of normality was not met in the data distribution, which suggests caution in generalizing these findings. Despite this limitation, the results underscore the importance of enhancing Self Regulation skills and fostering a robust Organizational Culture within police organizations to bolster Organizational Commitment. These findings not only contribute to theoretical understanding by highlighting key factors influencing organizational commitment in law enforcement but also provide practical implications for human resource management policies aimed at improving organizational performance and job satisfaction among police officers.

DISCUSSION

The data analysis results indicate several significant findings in this study. Firstly, the Kolmogorov-Smirnov test showed that the data distribution does not meet the assumption of normality. This suggests that the use of parametric statistical methods such as multiple linear regression requires careful consideration, as the normality assumption is not satisfied. Multiple linear regression analysis revealed that both independent variables—Self Regulation (in dimensions of Self-inhibition and Self-assertion) and Organizational Culture (including Diligency,

Sincerity, Patience, and Entrepreneurship)—significantly influence the dependent variable, Organizational Commitment in Ketapang Police Traffic Unit.

This implies that higher levels of Self Regulation and Organizational Culture correspond to higher levels of Organizational Commitment among the police officers at Satlantas Polres Ketapang. Additionally, correlation analysis demonstrated significant relationships among the variables under study. Strong positive correlations were found among Self Regulation, Organizational Culture, and Organizational Commitment, indicating interdependencies and mutual influences among these variables. However, it is crucial to consider the limitations due to the non-normal distribution of data. This condition could affect the validity of interpreting results and generalizing findings.

Therefore, further research is recommended to address data distribution issues or consider alternative analysis methods that better fit the existing data conditions. Recommendations from this study include the need for developing more intensive training and mentoring programs focused on enhancing Self Regulation and strengthening Organizational Culture at the Ketapang Police Traffic Unit. This initiative is expected to elevate levels of Organizational Commitment, thereby positively impacting the performance and job satisfaction of police officers within the Ketapang Police Traffic Unit.

CONCLUSION

Based on the analysis conducted, it can be concluded that within the context of the Ketapang Police Traffic Unit, there is a significant influence of Self Regulation and Organizational Culture on the Organizational Commitment of police officers. These findings indicate that officers who possess strong self-regulation abilities and operate within an environment that promotes strong organizational values (such as diligence, honesty, patience, and entrepreneurship) tend to demonstrate higher levels of commitment to their organization. Correlation analysis further supports the positive relationship between these independent variables and the dependent variable, Organizational Commitment. However, it was found that the data distribution did not meet the assumption of normality, suggesting caution in interpreting and generalizing these findings.

In practical terms, recommendations are made to enhance the self-development of police officers in terms of Self Regulation and to strengthen the values of Organizational Culture. These steps are expected to strengthen their commitment to the organization, thereby supporting improved organizational performance and increased job satisfaction. Moreover, this research contributes theoretically to understanding the factors influencing organizational commitment in the police sector, providing a foundation for the development of more effective and sustainable human resource management policies and programs.

LIMITATION

The discussion of this study highlights several critical findings and considerations. Firstly, the Kolmogorov-Smirnov test revealed that the data did not adhere to normal distribution assumptions, posing challenges for the application of parametric statistical tests like multiple linear regression. Despite this, the multiple regression analysis indicated significant impacts of both Self Regulation (specifically Self-inhibition and Self-assertion) and Organizational Culture (including Diligency, Sincerity, Patience, and Entrepreneurship) on Organizational Commitment among police personnel at Satlantas Polres Ketapang.

These results imply that higher levels of Self Regulation and positive Organizational Culture correlate with increased Organizational Commitment. Furthermore, strong positive correlations among Self Regulation, Organizational Culture, and Organizational Commitment underscore their interrelated nature. However, the non-normality of the data must be

considered when interpreting these findings, as it may affect the robustness and generalizability of the conclusions. Future studies should address these limitations by refining data collection methods and considering alternative statistical approaches to enhance the validity and applicability of research findings in similar organizational contexts.

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