INFLUENCE OF CIVIL SERVICE STATUS, EDUCATION LEVEL AND EMPLOYMENT TOWARDS THE COMMITMENT AND IMPLICATIONS ON THE POLISI PAMONG PRAJA UNIT PERFORMANCE PROBOLINGGO DISTRICT

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Abstract:. The Polisi Pamong Praja unit explained that it is a regional government apparatus that is given the task, responsibility, authority, in enforcing regional and regional head regulations, implementation of public order and peace, and community protection. The position and function of the Polisi Pamong Praja Unit at Probolinggo district is very strategic and important to accelerate the achievement of the Probolinggo district development goals. For this reason, it is necessary to conduct research on the factors affecting the performance of employees in the Satuan Polisi Pamong Praja of Probolinggo district. The sample used in this research was 108 people obtained randomly. This study shows that employment status and education level affect the performance but not for employee commitment, employee tenure does not affect commitment but positively influences performance and commitment influences employee performance

Index terms: Employee Status, Education Level, Length of Work, Commitment and Performance, The Polisi Pamong Praja, Probolinggo Regency

I. INTRODUCTION

Law Number 23 of 2004 concerning Regional Government mandates that the system of governance which was initially centralized to change to decentralized, namely to give rights and authority to the regions to regulate and manage their own government affairs and community interests. This fundamental change in the system of government requires regional governments to make adjustments by regulating and reorganizing the parts of regional government in the form of organizations, institutions, institutions, offices, or work units and obtaining clarity in the distribution of tasks, functions, authorities, and responsibilities each in public service. Changes in the government system certainly affect the existence, governance and management in the work system of The Polisi Pamong Praja which was originally a regional apparatus to be a regional government apparatus, in accordance with PP Number 16 Year 2018.

Government Regulation Number 16 Year 2018 concerning the The Polisi Pamong Praja Unit in article 1 and article 5 explains that The Polisi Pamong Praja Unit is a regional government apparatus that is given the duties, responsibilities, authority in accordance with statutory regulations in the enforcement of Regional Regulations and Regional Head Regulations, implementation of public order and peace, and community protection. The duties and responsibilities of the Civil Service Police Unit are very complex and heavy considering the many regional policies and regulations that must be guarded and enforced in order to be effective for the sake of order and peace and the achievement of vision, mission, and regional development for the welfare of the community. It is not only required to understand the meaning and meaning of the contents of each regional policy and regulation, but also must have the capability and skills in terms of socialization, approaches, strategies, ways, principles in implementing local policies and regulations, as well as being sensitive and responsive to the nature, character, social psychology, and the state of society.

The performance of the Probolinggo District Civil Service Police Unit depends on the quality of the human resources within the organization. The Probolinggo Regency Civil Service Police Unit has personnel with permanent status and temporary employees. Permanent employees are Civil Servants and Government Employees with a Work Agreement, while non-permanent employees include honorary employees. Human resources are the main assets or capital for an organization. According to Subekti (2012) explained that performance is the result of work or work achievement achieved by someone, a

group of people in an organization in achieving organizational goals within a certain period of time. Mangkunegara (2013) further explained that a person's performance is the result of quality and quantity of work achieved in carrying out the tasks assigned to him. This statement illustrates that the performance is the extent to which success or failure of the implementation of the main tasks and functions of a person or an agency in accordance with programs and policies to achieve the goals set.

The skills of a member of The Polisi Pamong Praja Unit are the main provisions in carrying out their duties and functions which are influenced by various factors. Syah (2013) explains that education is an effort to develop human resources, especially intellectual abilities, skills, and attitudes. Education will shape intelligence and knowledge insights, broad and comprehensive skills, and shape desired attitudes and characters. The higher level of education of a person means the more extensive knowledge and skills he has and the higher the performance displayed (Usman, 2011). Therefore, education which is owned by an employee is a very important capital, even a certain level of education is used as one of the conditions required in the recruitment of employees by agencies or companies

Table 1.
Education Level of The Polisi Pamong Praja Officers at the Probolinggo District Office

No.	Education	Total Person	Percentage (%)
1	Magister	11	6.04
2	Bachelor	34	18.68
3	postgraduate	1	1.00
4	High school	134	74.00
5	Middle School	0	0.00
6	Elementary school	2	1.09
Total		182	100

In addition, the tenure was also allegedly having a stake in employee performance. According to Nitisemito in Miranti (2014) it is explained that the length of service is related to the length of time an employee works or donates his energy and thoughts in the same type of work at an agency, office, company. Soaputty (2010). Employee who has a longer service period will be more capable and more potential in carrying out his duties and responsibilities so that his work productivity is better because he has more skills and has more experience so that he is more effective and efficient in carrying out its duties and functions. This is in line with Safitri's (2009) research which states that around 70% of executive development is achieved through on the job experience, while formal training only provides less than 10%. Muttaqien (2014) in his research also showed that tenure or work experience had a positive influence on employee performance. Not

surprisingly, in the recruitment of employees or employees of a company asking for one of the conditions is to have experience in their field of work with a certain service period.

On the other hand, employees' commitment to their duties and responsibilities also affects their work or performance. Mowday in Dalmy (2009) explains that commitment is a strong belief and support for values, goals, and goals to be achieved by the organization. Thus, commitment is a sense of involvement, ability, responsibility, and loyalty shown by employees towards the organization. Commitment provides a strong impetus to maintain and become an important part of the organization and make employees prioritize the organization. Darodjat (2015) explains that commitment will affect the performance displayed by employees, meaning that if employee commitment is high, then performance will be high as well and vice versa. Therefore, socialization and internalization upholding and increasing employee commitment should be the main program because commitment will shape the overall work culture of the organization.

II. RESEARCH METHODOLOGY

This study uses a causal research approach to prove the causal relationship between variables and compare the effect of several variables on a variable so that the dominant variable can be identified. The sample in this study amounted to 108 people where data were obtained directly at the Civil Service Police Unit in Probolinggo District. The operational definitions of the variables in the study are listed in Figure 1, namely: 3 independent variables, which include: employment status (X_1), education level (X_2), and years of service (X_3); one intermediate variable in the form of commitment (Z), and one dependent variable in the form of performance (Y). Testing the validity of the instruments in this study using the Pearson Product Moment and path analysis is used in testing the path coefficient of each study variable
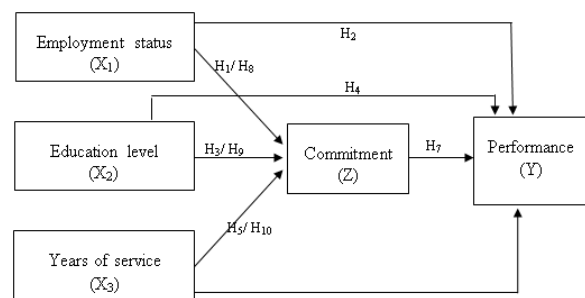

Figure 1: Conceptual framework of research

III. RESULT

A. Validity and Reliability Test Results

The results of testing the validity of the questionnaire data in this study in more detail can be seen in table 2. Where the instrument is said to be valid if the r count is greater than the r table. The value of r table for the amount of data 108 with a significance level of 5% ($\alpha = 0.05$) is 0.181 (Sugiyono, 2013).

Table 2
Research Instrument Validity Test Results

No.	Dimension	r_{hitung}	r_{tabel}	Information
Employment status (X1)				
1	$X_{1.1}$	0.345	0.181	Valid
2	$X_{1.2}$	0.273	0.181	Valid
3	$X_{1.3}$	0.728	0.181	Valid
4	$X_{1.4}$	0.466	0.181	Valid
5	$X_{1.5}$	0.560	0.181	Valid
6	$X_{1.6}$	0.286	0.181	Valid
7	$X_{1.7}$	0.445	0.181	Valid
8	$X_{1.8}$	0.465	0.181	Valid
9	$X_{1.9}$	0.717	0.181	Valid
10	$X_{1.10}$	0.381	0.181	Valid
Level of education (X2)				
1	$X_{2.1}$	0.314	0.181	Valid
2	$X_{2.2}$	0.404	0.181	Valid
3	$X_{2.3}$	0.428	0.181	Valid
4	$X_{2.4}$	0.724	0.181	Valid
5	$X_{2.5}$	0.826	0.181	Valid
6	$X_{2.6}$	0.762	0.181	Valid
Years of service (X3)				
1	$X_{3.1}$	0.356	0.181	Valid
2	$X_{3.2}$	0.236	0.181	Valid
3	$X_{3.3}$	0.714	0.181	Valid
4	$X_{3.4}$	0.704	0.181	Valid
5	$X_{3.5}$	0.358	0.181	Valid
6	$X_{3.6}$	0.499	0.181	Valid
7	$X_{3.7}$	0.285	0.181	Valid
8	$X_{3.8}$	0.710	0.181	Valid
9	$X_{3.9}$	0.491	0.181	Valid
Commitment (Z)				
1	Z_1	0.402	0.181	Valid
2	Z_2	0.338	0.181	Valid
3	Z_3	0.635	0.181	Valid
4	Z_4	0.602	0.181	Valid
5	Z_5	0.416	0.181	Valid
6	Z_6	0.697	0.181	Valid
7	Z_7	0.726	0.181	Valid
8	Z_8	0.417	0.181	Valid

The provisions specified in the reliability test by looking at the Cronbach's Alpha value where the results of the Cronbach's Alpha test are known in table 3.

Table 3.
Research Instrument Reliability Test Results

Dimensions	*Cronbach's Alpha*	Reliability
Employment status (X1)	0.611	Reliabel
Level of education (X2)	0.614	Reliabel
Years of service (X3)	0.605	Reliabel
Commitment (Z)	0.657	Reliabel
Kinerja (Y)	0.751	Reliabel

B. Data Normality Test

Normality test aims to test whether the data in this study are normally distributed. The results of determining the normal distribution using the Chi Square test. The summary results of normality test data using chi squared can be seen in table 4.

Table 4
Normality Test Results

Variable	X^2_{Hitung}	X^2_{Tabel}	Information
Employment status	24.67	16.9	Not Fulfilled
Level of education	11.08	11.1	Fulfilled
Years of service	14.93	15.5	Fulfilled
Commitment	8.90	14.1	Fulfilled
Performance	12.24	19.7	Fulfilled

C. Data Analysis Results

1. Descriptive Analysis of Employment Status Variables

Employee Status Variable consists of 10 indicators as shown in table 5, namely ownership of SK / contract / employment agreement, implementation of duties according to duties, satisfaction compensation, pride in employment status, honesty, responsibility, discipline, workload, willingness and ability to work, and motivation to increase knowledge and skills.

Table 5
Respondents' Answers To The Employment Status Variable

Item	1		2		3		4		5		Mean
	f	%	f	%	f	%	f	%	f	%	
$X_{1.1}$	-	-	-	-	7	6.48	13	12	88	81.4	4.8
$X_{1.2}$	-	-	-	-	15	13.8	20	18.5	73	67.5	4.6
$X_{1.3}$	-	-	7	6.48	13	12	17	15.7	71	65.7	4.4
$X_{1.4}$	-	-	-	-	6	5.5	15	13.8	87	80.5	4.8
$X_{1.5}$	-	-	-	-	-	-	19	17.5	89	82.4	4.8
$X_{1.6}$	-	-	-	-	1	0.9	21	19.4	86	79.6	4.8
$X_{1.7}$	-	-	-	-	-	-	5	4.6	103	95.3	4.9
$X_{1.8}$	-	-	-	-	2	1.8	18	16.6	88	81.4	4.8
$X_{1.9}$	-	-	5	4.63	14	12.9	21	19.4	68	62.9	4.4
$X_{1.10}$	-	-	-	-	1	0.93	6	5.5	101	93.5	4.9
Average Staffing Status score											**4.7**

Table 6
Respondents' Answers On The Education Level Variable

Item	1		2		3		4		5		Mean
	f	%	f	%	f	%	f	%	f	%	
$X_{2.1}$	-	-	-	-	-	-	1	0.93	107	99.07	5.0
$X_{2.2}$	-	-	4	3.7	20	18.5	21	19.4	63	58.33	4.4
$X_{2.3}$	-	-	3	2.7	8	7.4	65	60.1	32	29.63	4.2
$X_{2.4}$	-	-	-	19.4	12	11.1	25	23.1	71	65.74	4.5
$X_{2.5}$	-	-	1	0.9	24	22.2	22	20.3	61	56.58	4.3
$X_{2.6}$	-	-	1	0.9	27	25.0	21	19.4	59	54.63	4.2
Average Staffing Status score											**4.4**

Item X1.1 decision letter, employment agreement, or the like owned by an employee or employee influences the employment status, where the number of respondents who strongly disagree or disagree as much as 0 respondents (0%), doubtful of 7

respondents (6.48%), agree as many as 13 respondents (12.04%) and strongly agree as many as 88 respondents (81.48%). The average respondent's answer for item X1.1 is 4.8, so it can be said that the respondent tends to strongly agree with the decision letter, contract letter or employment agreement letter that is owned for clarity of employment status which might influence the commitment and performance. The average respondent's answer to the employment status variable affects the commitment and performance of an employee.

For item X1.2 about carrying out tasks in accordance with the duties and functions performed by employees, it can be explained that the number of respondents who stated strongly disagree or disagree as much as 0 respondents (0%), doubt as many as 15 respondents (13.89%), agree as many as 20 respondents (18.52%) and those who strongly agreed were 73 respondents (67.59%). The average answer for item X1.2 is 4.6 so it can be said that respondents tend to strongly agree that employment status is the basic capital or the main basis for carrying out their duties in accordance with their tasks and functions. Respondents assume that employees with permanent status strongly agree and must carry out their duties and responsibilities in accordance with their duties and functions, in accordance with the employees' oaths and staffing regulations that are more stringent than the status of temporary employees (honorary).

By analyzing the same description as X1.1 and X1.2 above, in Table 5 shows that respondents gave the highest score with the most frequency on the option strongly agreed, both indicators X1.3, until X1.10. This means that compensation, pride in staffing status, honesty, responsibility, discipline, workload, willingness and ability to work, and motivation to improve their knowledge and skills greatly affect employment status which in turn affects their commitment and performance.

2. Analysis of Education Level Variables
The education level variable consists of 6 indicators, i.e. ownership of a diploma or valid proof of recent education, the effect of education on work quality, knowledge capital and skills possessed, a sense of trust that education gained is useful in the field of work, the suitability of the field of work with its educational background can be seen in table 6.

The results of this test illustrate that respondents tend to be very much in agreement that diploma, education and skills possessed, knowledge and skills are useful in the field of tasks, and suitability of education in the field of duties play a role in a person's education level variable and affect the commitment and performance

of an employee. in addition, respondents tend to agree that education and skills acquired when school acts as a capital in carrying out tasks

3. Analysis of Variable Years of Service.
Variable of tenure consists of 9 indicators namely length of work, tenure increases knowledge, tenure increases work quality, tenure causes fatigue, tenure increases experience, tenure supports work and functions, tenure reduces work errors, tenure increases ability work, work tenure as a career consideration. Respondents' answers based on the length of service can be seen in table 7.

Table 7
Respondents' Answers To The Variable Years of Service

| Item | Frequency and Percentage of Respondents' Answers | | | | | | | | | | Mean |
| | 1 | | 2 | | 3 | | 4 | | 5 | | |
	F	%	f	%	F	%	f	%	f	%	
$X_{3.1}$	-	-	7	6.4	11	10.1	19	17.5	71	65.7	4.4
$X_{3.2}$	-	-	-	-	17	15.7	24	22.2	67	62.0	4.5
$X_{3.3}$	-	-	6	5.5	13	12.0	10	9.2	79	73.1	4.4
$X_{3.4}$	-	-	6	5.5	20	18.5	21	19.4	61	56.4	4.2
$X_{3.5}$	-	-	-	-	3	2.7	30	27.7	75	69.4	4.7
$X_{3.6}$	-	-	-	-	4	3.7	19	17.5	85	78.7	4.7
$X_{3.7}$	-	-	-	-	-	-	19	17.5	89	82.4	4.8
$X_{3.8}$	-	-	3	2.7	8	7.4	22	20.3	75	69.4	4.5
$X_{3.9}$	-	-	-	-	6	5.5	31	28.7	71	65.7	4.6
Average Staffing Status score											**4.5**

Table 8
Respondents' Answers To The Variable Commitment

| Item | Frequency and Percentage of Respondents' Answers | | | | | | | | | | Mean |
| | 1 | | 2 | | 3 | | 4 | | 5 | | |
	f	%	f	%	F	%	f	%	f	%	
Z_1	-	-	-	-	1	0.93	6	5.56	101	93.5	4.9
Z_2	-	-	-	-	2	1.85	18	16.6	88	81.4	4.8
Z_3	-	-	3	2.7	13	12.0	21	19.4	71	65.7	4.5
Z_4	-	-	-	-	8	7.41	19	17.5	81	75.0	4.6
Z_5	-	-	-	-	-	-	19	17.5	89	82.4	4.8
Z_6	-	-	1	0.9	1	0.93	21	19.4	85	78.7	4.6
Z_7	-	-	3	2.7	11	10.1	23	21.3	71	65.7	4.5
Z_8	-	-	-	-	1	0.93	9	8.3	98	90.7	4.9
Average Staffing Status score											**4.7**

respondents tend to strongly agree that the length of work, tenure increases knowledge, tenure enhances quality of work, tenure leads to saturation, tenure enhances experience, tenure supports work duties and functions, tenure reduces work errors, tenure increases work ability, tenure work is used as a career and position consideration

4. Analysis of Commitment Variables
The commitment variable consists of 8 indicators namely work motivation, enthusiasm, extensive time for agencies, accuracy and responsibility, pride in institutions, discipline, accepting the workload with sincerity, efforts to improve knowledge and skills. Respondents' answers based on commitment variables can be seen in table 8.

Respondents tend to strongly agree that work motivation, enthusiasm, extensive time for agencies, accuracy and responsibility, pride in institutions, discipline, accepting the workload with sincerity,

efforts to increase knowledge and skills have a role in commitment, and high commitment influences employee performance

D. Path Analysis Results.

The calculation of the path coefficient in this study uses standardize regression analysis by looking partially at each equation. The calculation is done manually using the help of the excel program on the computer as shown in table 9. From the seven tracks on the results of the research developed it can be explained that the employment status (X1) has a significant result on commitment (Z). Likewise the employment status (X1) has a significant result on performance (Y). While the level of education (X2) has insignificant results on commitment (Z), the level of education has a significant impact on performance (Y). While the years of service (X3) have results that are insignificant to commitment (Z), but the years of service (X3) have significant results on performance (Y). Furthermore, commitment (Z) has a significant result on Performance (Y)

Table 9.
Path coefficient

No	Variable		Beta	Sig.	Conclusion
	Indepent	Depent			
1.	(X₁)	(Z)	0.869	0.000	Significant
2.	(X₁)	(Y)	-3.826	0.000	Significant
3.	(X₂)	(Z)	-0.083	0.369	Not Significant
4.	(X₂)	(Y)	0.676	0.000	Signifikan
5.	(X₃)	(Z)	-0.091	0.632	Not Significant
6.	(X₃)	(Y)	2.286	0.000	Significant
7.	(Z)	(Y)	0.818	0.000	Significant

Table 10.
Effect of Path Coefficient

No	Path	Direct Influence	Path	Indirect Influence	Total
1.	(X₁)→ (Z)	0.0869	(X₁)→ (Z)→ (Y)	0,086 x 0,818 = 0.0703	-3.756
2.	(X₁)→ (Y)	-3.826			
3.	(X₂)→ (Z)	-0,083	(X₂) → (Z) → (Y)	0,083 x 0,818= -0.0679	0.608
4.	(X₂) → (Y)	0,676			
5.	(X₃)→ (Z)	-0,091	(X₃)→ (Z)→ (Y)	-0,091 x 0,818= -0.0744	2.212
6.	(X₃)→ (Y)	2.286			
7.	(Z)→ (Y)	0,818			

The independent variable as shown in table 10 which has the strongest influence on the commitment variable (Z) is the Employee Status variable (X1) that is equal to 0.0869. While the independent variable that has the most direct effect on performance (Y) is the working period which is 2,286. The length of service also has a very strong indirect effect on performance through commitment which is equal to

0.0744. In addition, commitment (Z) has a significant effect on performance (Y) in the amount of 0.818. On the other hand, education level X2) indirectly has a significant effect on performance through commitment, which is -0.0679 and the indirect effect of employment status on performance through commitment is 0.0703. The overall path analysis results can be seen in Figure 2 below.
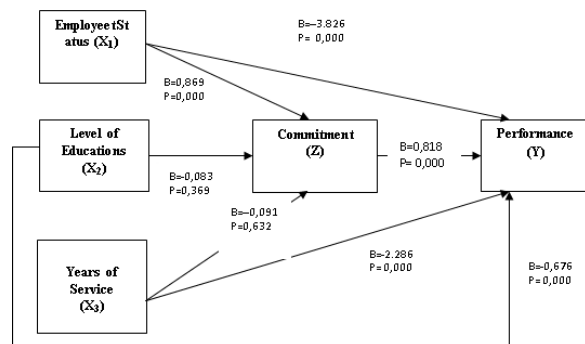

Figure 2: Overall Path Results Chart

IV. DISCUSSION

From the results shown, there is a relationship between the status of ownership and the dimensions of knowledge, attitudes and skills with the commitment and performance of an employee. The quality of human resources is not only determined academically, but there are also other aspects that influence the work life, pride in their status at work, and commitment. In addition, the quality includes technical skills and the quality of the attitude of civil servants. Technical quality can be in the form of skills gained from education and technical training in certain fields obtained before working as civil servants or while serving as civil servants. Examples of education and technical training provided to specific work unit staff with the aim of supporting their performance.

Employee Status variable (X1) had a significance value of 0,000 (0,000 <0.05). then the Employee Status variable (X1) is stated to have a significant effect on commitment (Z). The results of this research are in line with research conducted by Ismawarni (2016) entitled The Effect of Work Culture and Compensation on commitment and its implications for the performance of Subang Branch Office BJB Bank Employees. In his research stated that compensation in which discussing employment status related to compensation has a significant effect on commitment

The results in accordance with Table 4.16 show that the employment status variable (X1) on performance

(Y) has a significance value of 0,000 (0,000 <0.05), then the employment status variable (X1) is stated to have a significant effect on performance (Y) . Wibowo (2014) in his research entitled The Influence of Staffing Status and Educational Strata on Discipline and Employee Performance of Trikora Salakan Regional Hospital Banggai Kepulauan Regency explains similar things with the results of this study. Wibowo (2014) explains that employment status has a positive effect on discipline and performance of Trikora Salakan District Hospital staff.

The results showed that the variable level of education (X2) toward commitment (Z) had a significance value of 0.369 (0.369> 0.05). then the variable level of education (X2) is stated to have no significant effect on commitment (Z). The level of education reflects the level of ability in terms of knowledge and skills according to the type of education they are experiencing. The higher the level of pendidian should be the more knowledge and skills it has. Supposedly, the level of education can also reflect the attitude and character of someone for example in terms of discipline, responsibility, loyalty, a sense of progress, honesty, and diligent.

V. CONCLUSION

Employment status, education level, and years of commitment and its implications have significant influence both directly and not on the performance of the The Polisi Pamong Praja Unit Probolinggo. Clarity of a pagawai's status, increasing the level of education and maintaining harmony in a work environment should be maintained and improved in order to support performance and increase commitment from all elements of the organization..

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