



The Effect of Work Motivation and Rewards on Investigators Criminal Performance at Polres Konawe

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ABSTRACT

This study aims to analyze to know and explain empirically the influence of the provision of work motivation and reward on the performance of investigators unit Reskrim Polres Konawe either partially or simultaneously. The population in this research are all Konawe Police Criminal Investigators with 46 persons who are members of Resort Police of Konawe District who have reskrim function or investigator. The technique of determining the sample using statistical methods or saturated samples in which all of the population will be sampled. The data analysis method used is multiple linear regression analysis. The result of the research shows that the motivation of work and reward simultaneously have positive and significant influence on performance of investigator of reskrim at Konawe Resort Police, while the giving of motivation to investigator in this research have positive but not significant influence to the performance, then for reward for investigator work have positive influence and significant to the performance of Investigators on the function of Konawe Polres Reskrim.

Keywords: Work Motivation, Reward, Performance Investigator

I. INTRODUCTION

One of the main problems in the Indonesian National Police organization (POLRI) in Indonesia is work performance or productivity that has not been maximized. The indications are the lack of service to the community, as well as many cases that have not been resolved by the police. This is caused by many factors such as: reward factor either reward (incentive) or in the form of sale or lead things behind the other on the performance of investigator that has been set and motivation to work, which it impacts on the performance of the work the police personnel. In fact, to carry out its main task, namely protecting, nurturing and serving the community, a very maximum performance is needed, especially at this time where the community is already very critical of all aspects, the POLRI must have qualified, productive, and professional human resources. , with the application of motivation, it will be able to encourage productivity and work spirit, thus the provision of rewards for investigators who have good performance will be able to maintain good performance .

The concept of the performance of Polri personnel who are investigators basically has the same dimensions as other personnel, but they still need something that can encourage and maintain as well as tools to improve performance, such as in this case the provision of work motivation and rewards is expected to be a tool to achieve goals. and improve the public's image and trust in the police institution, in this case through the performance of investigators and assistant investigators, based on the National Police Chief Regulation Number 16 of 2011 concerning the Performance Management System of the Indonesian National Police. Through this performance appraisal system, investigators are expected to be able to assist in the settlement process of drug offenses. Go to a n of this study was to analyze the implementation of the performance management system based on performance standards of generic and specific, provision of inputs (input), the provision granting motivation and reward for the personnel who excel and able to perform the task exceeds the responsibilities as well as been able to improve the image of the Police , supports the function of management feedback on the coaching process and finally to identify the obstacles faced by investigators in the implementation of the Performance Management System.

The National Police Institution is an organization consisting of a group of people where they work together in carrying out planned activities. An organization can run effectively if management functions such as planning, organizing, discipline and supervision and balanced with coaching functions such as providing work motivation and rewards that are in it function properly, and the supporting elements are available and meet the requirements. One of the most important elements that can support the course of activities is human resources (investigators or

assistant investigators who are members of Polri personnel). Members of personnel or human resources can be interpreted as personnel, members, police, or employees who have expertise in their respective fields which essentially have the same purpose to achieve an organizational goal. Thus, human resource management has an important role in determining success within the National Police.

Purwanto (2002:71) says that "Motivation is a conscious effort to influence a person's behavior so that his heart is moved to act to do something that achieves certain results or goals". The achievement of this goal means the achievement of the personal goals of the members concerned. So, companies need to provide motivation to be more enthusiastic about carrying out their duties in the company. With high morale the work will be completed faster. In order to develop and increase the work motivation of their employees, company leaders should know things that can encourage employees to work more enthusiastically and passionately.

Apart from motivation which can affect employee performance, in this case investigators or assistant investigators who have duties as employees in law enforcement, especially at the Konawe Police, there is also a factor of reward or reciprocity from or for tasks that have been successfully carried out, which include: motivation and work rewards themselves must be interrelated in order to achieve the goals of the Police in the future.

According to Nawawi (2005, p.319), "reward is an effort to foster a feeling of acceptance in the work environment, which touches on aspects of compensation and aspects of the relationship between workers with one another". Managers evaluate individual performance results both formally and informally.

Rewards are rewards given to motivate employees to have high productivity (Tohardi, 2002, p.317). Rewards are incentives that link pay on the basis of being able to increase the productivity of employees in order to achieve a competitive advantage (Henri Simamora, 2004, p.514).

By improving the performance of Konawe Police investigators in the criminal law enforcement process, it will improve the performance of the Police in general. For this reason, Polri members should be treated as work partners and not as mere workers. To get the performance of the members of the Konawe Police Criminal Investigation Unit as expected, the Police leadership has the task of providing encouragement to the members, so that they work diligently so as to achieve organizational targets. The Konawe Police Criminal Investigation Unit personnel work with the hope that they will get wages/salaries that can meet these needs so that a person's drive to work is influenced by the needs that must be met and the level of needs that are different for each member of the Police, so that there can be differences in motivation in achievement. In addition, meeting the needs of personnel for service and appreciation by superiors for work performance that is in accordance with the principle of justice can motivate their work.

The global phenomenon and some opinions are also not much different from what is in the region, including the performance of investigators and assistant investigators within the Southeast Sulawesi regional police, especially the Konawe resort police, which until now from year to year the performance of investigators has always been asked to be maximal and able to achieving the target of handling cases of 100% or close to that number, this is also what triggers several work units such as the Konawe Police to the investigators of the Criminal Investigation Unit led by the Head of Criminal Investigation Unit to continue to make breakthroughs and initiatives to other actions in order to get maximum work results by the investigators, including by implementing the process of providing work motivation to providing rewards for members who excel in their duties.

The performance of an organization depends on the work of its employees or employees. However, superiors can play a role in planning, implementing, and controlling a company. In this case, superiors must have an important role in their efforts to motivate and manage their employees or employees. In connection with the above, the organization or unit needs to pay special attention to the achievements obtained by employees by giving rewards (gifts, rewards, and awards) and motivation to work enthusiastically, have a high responsibility for their duties, so that an organization will easy to meet the planned goals. According to Anthony and Govindarajan (2004) stated that companies recruit good people, expect them to perform well and pay them well if the performance is actually actual.

Related to the phenomenon above, there are several previous studies that have examined this matter, including research by Silfia Febrianti, Mochammad Al Musadieq and Arik Prasetya (2014) which concluded that the application of rewards has a significant effect on employee performance. Indrarini's research (2009) concludes that work motivation has a positive and significant effect on the performance of employees or lecturers.

Furthermore, I Wayan Juniantara's (2015) research results show that there is a positive and significant effect of motivation on employee performance. Nurhaeda (2009) concluded that the leadership style of work motivation has a positive and significant effect on employee performance. Kristina Nugi Keran's research (2012) concluded that there is an influence between work motivation on employee performance. Ahmad Nur Rofi (2012) that reward has a significant effect partially on employee performance.

From some of the editorials above regarding the performance of the Indonesian National Police, including those of Assistant Investigators / Investigators, the Konawe Police is a unit for implementing the main tasks and functions of the Police led by the Chief of Police under the jurisdiction of the Southeast Sulawesi Regional Police, which also carries out the function of public service to the community in the area. Southeast Sulawesi, especially in Kab. Konawe and North Konawe, in carrying out their duties the Konawe Police have a Unit in Law Enforcement in the Investigation and Investigation process carried out by the Criminal Investigation Unit led by the Criminal Investigation Unit who is also

the Investigator in the Unit under the leadership of the Police Chief who is also the Investigator's superior and also as investigator. In order to know the performance of Investigators / Assistant Investigators of the Konawe Police Criminal Investigation Unit, the author considers it important to conduct research in this field. Researchers want to know the

performance of Investigators/Auxiliary Investigators of the Konawe Police Criminal Investigation Unit in providing services to the community in terms of motivation to work and after being given a reward. Based on the description above, the performance of Investigators/Auxiliary Investigators of the Konawe Police Criminal Investigation Unit is one of the important issues that need to be studied further in realizing the professionalism of the POLRI.

III. RESEARCH METHODS

1. Research Object

The object of this research is the performance of the Criminal Investigation Unit of the Konawe Police.

2. Types and Sources of Data

Sources of data used in this study are primary data and secondary data. According to Husen Umar (1999) primary data is data obtained from the first source either from individuals or individuals, such as the results of interviews or filling out questionnaires. While secondary data is data that has been further processed and presented either by primary data collectors or by other parties.

The types and sources of data can be:

1. Primary data

Primary data is data that is directly obtained from respondents in the form of direct answers as a result of questionnaire answers given or distributed to all members of the Criminal Investigation Unit at the Konawe Police. Primary data was collected through the use of a structured list of questions (questionnaires) containing work motivation, rewards and performance of the Konawe Police Criminal Investigation Unit investigator.

- 1) The questionnaire used in the study refers to the Likert scale. The scale contains a number of questions that state the object to be studied.
- 2) The form of measurement on the Model Likert scale questionnaire used in this study refers to five alternative answers, namely strongly agree (5), agree (4), neutral (3), disagree (2) strongly disagree (1).

2. Secondary data

Secondary data is the number of investigators who became respondents in the study, the number of reward recipients, data on the number of case settlements and profile data of investigators and assistant investigators of the Criminal Investigation Unit at the Konawe Police and other documentation data relevant to this research.

3. Data Collection Techniques

1. **Literature review**, is collecting data by means of literature study, namely conducting studies and reviews of theories and empirical support that are relevant to the measurement of variables in this study.
2. **The survey** is carried out by distributing or submitting a questionnaire or questionnaire to the respondents or the entire existing population, namely the Konawe Police Sat Reskrim Investigator personnel. The closed questionnaire is a statement made in such a way that the respondent is limited in giving answers to only a few alternatives or to only one answer. The distribution of the questionnaire was carried out by visiting the respondents directly to the Office of the Investigator/Auxiliary Investigator of the Konawe Police Criminal Investigation Unit and explaining the questionnaire and waiting for the filling to be completed.
3. **In -depth interview**, this technique is used to support and reveal the facts behind the findings of quantitative analysis. Interviews were conducted in more detail by the researchers after analyzing data from some respondents who were considered capable of providing an explanation of the substance of this research study. The method in collecting data using interview techniques

4. Data Analysis Techniques

Before conducting further statistical tests, it is necessary to test the research measuring instruments. The first test was carried out on the validity and reliability of the questionnaire which included the effect of rewards and motivation on the performance of investigators/assistant investigators of the Konawe Police Criminal Investigation Unit. The hypothesis will not produce the correct conclusion if the measuring instrument used to collect data is not valid and reliable, then the conclusions generated in the hypothesis test are incorrect (incorrect).

5. Variable Operational Definition

1. Motivation, which is meant in the study is the response of investigators or assistant investigators of the Criminal Investigation Unit at the Konawe Police to the direction and work motivation conveyed by superiors to investigators as measured by indicators. The indicators of motivational variables according to *Herzberg's Theory of Work motivation* in Luthans (2002), namely: (1) there is an opportunity for achievement (achievement); (2) the existence of recognition (recognition); (3) interesting characteristics of the task itself (work-itself); (4) the existence of responsibility (responsibility); and (5) there is an opportunity for self- development (advancement),
2. Rewards vary, in the form of bonuses, promotions, additional responsibilities which for some investigators can be a burden but for some other investigators can be reward points for themselves. But for sure the company must provide more value. "Sometimes it's not all about money (Robbins, in Sopiah, 2008). According to (Mahmudi, 2005: 187-191) Reward is a positive assessment of employees. The indicators used to assess the reward according to Mahmudi (2005: 187): (a.) Salary and bonuses, (b.) Welfare (c.) career (d.) Psychological and social rewards.
3. The performance of investigators of the Konawe Police Criminal Investigation Unit is the result of the work of a member of the investigator in carrying out his duties. Against the final results of work activities that can be
4. measured through work ability which is an expression of the intervention of an employee's skills, abilities and expertise in carrying out tasks. Employee performance measurement indicators in this research include: work quantity, work quality, toughness or ability and responsibility adopted from Flippo (1984)

IV. RESULTS AND DISCUSSION

Result

1. *F test (simultaneous test)*

H1. Work motivation (X1) and reward (X2) simultaneously have a significant effect on performance at the Konawe Police Criminal Investigation Unit (Y).

The results of the analysis of work motivation factors (X1), reward (X2) simultaneously have a positive and significant effect on the performance of the Konawe Police Criminal Investigations investigator (Y). This is evidenced by the results of the F test at the 0.95 confidence level or significance level $\alpha = 0.05$ degrees of freedom 25, wherein the probability value = 0,006 < 0.05. Thus, the first hypothesis which states that motivation and rewards have a positive and significant effect on the performance of investigators is proven to be accepted.

2. *t test (partial test)*

H2. Work motivation has no significant positive effect on the performance of the Konawe Police Criminal Investigations investigator (Y)

More details of partial proof of the second hypothesis can be seen in the following description:

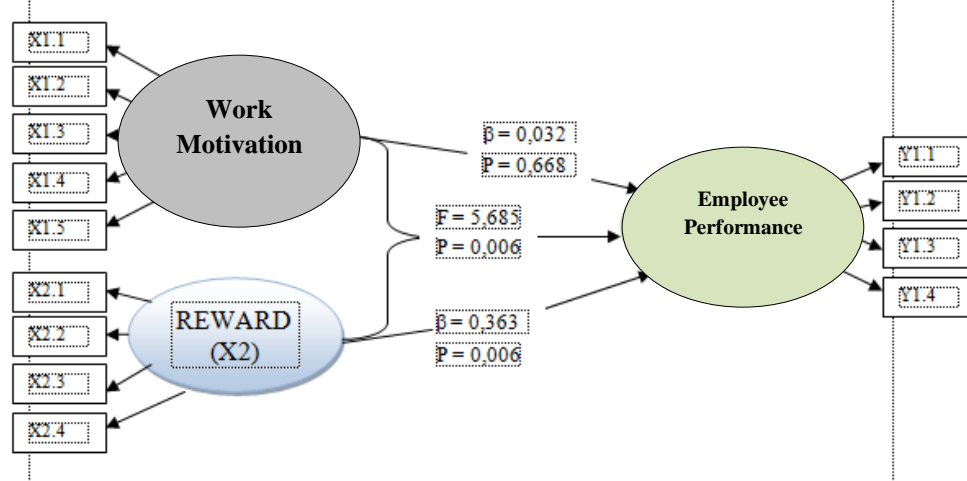
The result showed that with the motivation (X₁) measured by the indicators in this study is partial positive effect was not significant to the performance of investigator Criminal Police Konawe (Y). This is evidenced by the results of the t test at the 0.95 confidence level or significance level $\alpha = 0.05$ degrees of freedom 25, wherein the probability value = 0.668 > 0.05. Thus, the second hypothesis which states that motivation has a positive and significant influence on the performance of investigators is rejected or not accepted because the probability value is higher than the value of the confidence level, so that partially the work motivation variable (X1) has a positive influence on the performance of the Criminal Investigation Police investigator Konawe (Y) but the effect is not significant

H3. Reward has a positive and significant effect on performance at the Konawe Police Criminal Investigation Unit

More details of partial proof of the third hypothesis can be seen in table 5.23 and the following description:

The result showed a factor of reward (X₂) partially positive and significant effect on the performance of the office units Konawe Criminal Police (Y) so that it can be said that third hypothesis stating positive effect and significant impact on the performance of investigators unacceptable. This is indicated by the results of the t-test at the confidence level, 0.95 or the real level = 0.05 degrees of freedom 25, where the probability value = 0.008 < 0.05. Thus, the third hypothesis which states that the provision of rewards has a significant positive effect on the performance of investigators can be partially accepted between the reward variable (X2) on the performance of the Konawe Police Criminal Investigation Unit (Y)

The results of the analysis of testing the direct influence between variables can be seen from the coefficient values of the path diagram. the results of hypothesis testing are presented in the following schematic path diagram:



Schematic 1. Effects Between Research Variables

Furthermore, from the results of multiple linear regression analysis in the above table, the regression model for the variable X1, X2 to Y as follows:

$$Y = 1.986 + 0.151X_1 + 0.410X_2 -$$

Based on the above equation, it shows that the constant value (β_0) is 1.986, this means that the performance of the Konawe Police Criminal Investigation Unit (Y) will remain 1.986 times, even though the motivation and reward variables are zero. From the regression equation, it can be concluded that if the performance is increased by 1.986 then the reward factor will increase by 0.410 X2, in contrast to the factor of providing work motivation for the Konawe Police Criminal Investigation Unit investigators who have a beta coefficient value of 0.151 X1, so they must use other variables or indicators to measuring the performance of the Konawe Police Criminal Investigation Unit investigators.

Discussion

1. Simultaneous testing (simultaneous test F)

According to the test results, simultaneously work motivation with the provision of rewards to investigators has a positive and significant effect on the performance of Konawe Police Investigators. It is significant that when together and apply both these variables to the indicators in this study then work motivation and reward goes to the well then the performance will be better if the observed indicators of quality of work, work quantity, capabilities and responsibilities, strengthened anyway through the analysis results from SPSS that shows a correlation coefficient of this study amounted to 0,918, which means that the administration of motivation and reward positive and strong as well as or significantly on the performance of investigator reskrim. The magnitude of the effect of giving work motivation and rewards on changes in performance improvement is shown by the coefficient of determination of 0.836, which means that performance is strongly influenced by the application and provision of work motivation and giving rewards to investigators, where the magnitude of the effect is 83.6%. assuming other factors remain constant.

The results of this study are in line with expert opinions including (Silalahi, 2002) motivation can be interpreted as providing motives as a driver for people to act, trying to achieve organizational goals, another theory is also stated by Hasibuan (2004) who argues that motivation is something that causes, distributes and supports human behavior, so that they are willing to work hard and are enthusiastic about achieving maximum results, then rewards are rewards given to motivate employees to have high productivity (Tohardi, 2002, p.317) as well as research by Darlisman Darmy (2009) and Dewi Arum Widayanti (2009) who stated in their research that work motivation and rewards have a positive and significant impact on performance.

The quantity of work applied to the work of Police Investigators in quantity has not been in accordance with the expectations of the organization, in terms of settlement of cases they have not been able to complete the work according to the time given and have never received a warning from the leadership because they prioritize the priority of prominent cases over the achievement of the volume of their work in terms of handling cases. given and entrusted to each investigator of the Criminal Investigation Unit of the Konawe Police so that the number of reports that were disputed by the public was not in line with the number of case settlements. This consistency is reflected in the attitude of the Konawe Police Criminal Investigation Unit investigators who do not intend and want to develop their abilities independently and have not been trusted independently by the leadership so that the decision remains in command and is in the hands of the leadership, investigators have not fully carried out the work entrusted to them actively as a form of motivation for the leadership's trust. to handle cases, have not been able to follow and be able to determine decisions at every meeting or case title, follow the instructions of the leadership according to policy and set aside their main duties, lack the initiative to pursue case settlement targets as a benchmark for investigator performance, and prioritize policies and priority cases without guide the work plan of each case. While the indicators of the applied ability of the investigator are still lacking in improving his self-image, maintaining the good name of the institution where he works and maintaining the good name of the police institution and being responsible, as the results of the questionnaire that have been processed in this study on work motivation variables, so that in motivating work to improve, the investigators must be given a level of independent trust with supervisory control from good leaders without any waiver of the main task in carrying out their duties in order to achieve organizational goals and good investigator performance, because then investigators can carry out their duties with consideration and analytical opinions on the follow-up of a case. so that the legal certainty provided to the community can be determined.

2. Testing between the independent variables on the dependent variable (t test)

a. The Influence of Work Motivation on the Performance of the Konawe Police Criminal Investigation Unit

Motivation is encouragement in carrying out its duties and functions Investigator of Criminal Police Konawe when observed from the indicator's opportunity for achievement, recognition, task characteristics are attractive, job responsibilities and the opportunity to develop themselves. This is applied through the availability of the need for recognition and the opportunity to develop themselves in a career for Police Investigators in carrying out their work, There is recognition from the leadership by being given the opportunity to excel in the tasks carried out by investigators, Getting the opportunity to take further education by the leadership to outstanding police investigators, There is the opportunity to try new tasks to the creativity of the investigator, Giving confidence in the task and trusted by the leadership of the investigator Police achievers and gets praise from the head of the investigator Police achievers, can motivate to work better in the days to come, with indicators of motivation variable *Herzberg's Theory of Work motivation* in Luthans (2002) as follows:

(1) there is an opportunity for *achievement*, which means that the opportunity given by the investigator can further maintain and improve their performance (2) there is recognition/award (*recognition*) (3) the characteristics of the task itself are interesting (*work-itself*) (4) there is a duty *responsibility* (*responsibility*) which furthermore (5) there is an opportunity for self-development (*advancement*) it is hoped that investigators can be motivated to be more active and enthusiastic in work and can complete work in terms of investigating criminal acts that are handled, but not all Criminal investigators Konawe Police welcomes the implementation of this form of motivation which is based on several causes and differences in understanding.

From the test results and analysis of statement data processing related to facts or phenomena in the field, there are several factors that influence so that good motivation does not cause significant changes in performance of the Konawe Police Criminal Investigations investigators, the basic reason in the field is that the command system is still happening, which means decisions from all policies is still determined and is still a priority for the lead investigator, so, for that reason with a full attitude of loyalty from subordinates in this case the investigators must always be ready to carry out the orders of the leadership, it is for this reason that in their performance the investigators think very long ~~to make a decision on the case being handled. Prior to the decision and order from the leadership, the system resulted~~

in the slow handling of cases where investigators should be able to have independent decisions until the police's discretion is in accordance with applicable regulations, which means motivation ASI in this study is not the dominant factor in improving the performance of investigators. when it is observed from the indicators of work quality, work quantity, ability and responsibility, as the results of the description test of the Work Motivation variable (X1) which states the Variable Average is very good, which should be the higher the level of work motivation given by the leadership, can improve the performance of investigators, this is also due to the level of leadership trust that is very lacking in investigators who are given the task or handling of cases in a case, where there are still some cases that are ruled out because they are based on the leadership decision (priority scale) or the line of command, while the investigator's performance target is the number of settlements of a criminal case until the receipt of the case by the public prosecutor (JPU), while in the fact that there is an investigator's performance is measured from the settlement which is divided into the form of case settlement described in the theory of legal certainty, namely case P21 (accepted by Public Prosecutor), termination of investigation (SP3) on the grounds of applicable provisions and settlements outside the judicial route (ADR), meaning that the more settlements the higher the performance, on the other hand if the order or command system is still applied in handling cases without trust in investigators then performance will not be significant so that in the absence of full trust and independence of investigators to handle all cases that are given systematically to decide and carry out tasks in accordance with the portion of responsibility given by the leadership who is motivated in this case, resolves with joint consideration and analysis and can make decisions in case handling will depend on the performance of the investigator so that the performance of the investigator has not been able to meet the goals of the organization.

From this opinion, it can be seen that work motivation is a variable that can measure the improvement in the performance of criminal investigators at the Konawe Police depending on the methods or indicators used and the implementation of the investigators addressing the motivational tasks of the leadership while still guided by their duties and responsibilities. In this case, if the work motivation given by the leadership of the organization is getting better and more interesting in a way when investigators are given to carry out their duties well independently and directed without any interference or other policies from the leadership that can hinder the performance of investigators, it can be used as a basis for improving performance. Criminal Investigator at the Konawe Police. The results of this study are supported by Herzberg's theory (Nawawi, 2001) and Hasibuan (2004) which states that motivation can psychologically encourage to do work and the research results of Ida Ayu Brahmawati and Agus Suprayetno (2008) that work motivation has a positive but not significant effect on performance. , research by Anak Agung Ngurah Bagus, I Gde Adayana, I Wayan Mudiarta (2012) research states that work motivation has a positive but not significant effect on performance, while research is contrary to research by Kristina Nugi Keran (2012) in his research work motivation has proven there is a positive influence significant between work motivation on employee performance. The results of the study are also not in accordance with the research of Nurhaeda (2009) which has the results of work motivation having a positive and significant effect on employee performance. Then the research of I Wayan Juniantara (2015) in his research also contradicts which shows that the results of data analysis show that motivation has a positive and significant influence on performance, but the theory and results of this study as well as relevant previous research are more contrary to the theory put forward by Gibson in Yuli Suwati (2013) that the work motivation variable partially does not have a positive and significant effect on performance.

3. The Effect of Rewards on the Performance of the Konawe Police Criminal Investigator

Reward is the provision of rewards to criminal investigators as a form of reciprocity given for the performance given by investigators from superiors. The rewards given by the National Police are the rights of every Indonesian National Police personnel, in this case, including the Criminal Investigation Officers of the Konawe Police who have given their performance. This right must be given by the organization as a form of appreciation for the performance of investigators who excel in handling cases. In addition, POLRI as the parent organization should reward investigators for trying to motivate themselves and encourage performance, as the results of data processing in research with indicators of rewarding according to Mahmudi (2005: 187), namely:

1) Salaries and bonuses 2) Welfare 3) Career development 4) Award psychological and social given by the leadership to the investigator is expected to develop the achievements so investigators can improve their performance given expected to develop achievement so that investigators can improve their performance as well as KAPOLRI's program with the slogan PROMOTER (modern and reliable professional) so that it can be trusted by the community according to the goals of the Indonesian National Police in the future.

It is better to give rewards to investigators who have good achievements can have a significant influence on performance. It also looks at the phenomenon in a study where investigators enthusiastic and accepting a reward given leadership to pep up the work so as to obtain the performance of handling the case is good, means that, with the implementation of the reward system is good and constantly will be able to improve the performance of the investigator when observed from indicators of work quality, quantity of work, capabilities and responsibilities and POLRI institutions will be more trusted and loved by the Indonesian people, especially in the jurisdiction of Kab. Konawe and North Konawe.

The results of this study are in line with Martin Leman's theory (2000: 121) Reward is something that is given to individuals or groups if they perform an advantage in a particular field and is supported by the results of research proposed by Ade Vici Purnama Ahmad Nur Rofi (2015) that rewards have partially significant influence on performance in carrying out the duties of investigators who have worked hard to spend time and energy to obtain good

achievements by carrying the name of the institution and improving the image of the National Police in general among the public those who are dedicated and given high awards generally have high performance also. The results of this study also support empirical research conducted by Silfia Febrianti (2014), Ipung Safitri Prasetyanti (2016) and Silfia Febrianti; Mochammad Al Musadieq; Arik Prasetya (2012) that giving rewards to employees who excel can have a significant effect on the performance of police investigators.

Limitations of research results

The results of this study have provided a number of findings, will be but there are still some things that need to be studied and researched more in depth. Several things in this study were strongly influenced by several factors, both external and internal, both from the understanding and or accuracy of the respondents and researchers which indirectly became the limitations of the study, namely:

1. In this study, observations were carried out using *cross-sectional* time coverage and only based on indicators selected and determined by limited researchers, meaning that data was obtained from a certain time or only behavior at the time of the study. Then, other aspects that impact the performance of Criminal Police Konawe at other times (time series) are not included in this study.
2. The limitations of the differences in understanding of the main tasks and work responsibilities of each investigator are still limited from the command system that is still attached to the Polri institution, in this case including the Konawe Police, so that there are differences in perceptions in examining the statements given in this study.
3. The object of this research is limited to criminal investigators who are in the jurisdiction of the Konawe Police, so the results of this study cannot be generalized to other departments or companies and other agencies and even other regions.

V. CONCLUSION AND SUGGESTIONS

1. Conclusion

Based on the results of research and discussion as described in each chapter up to the results of data analysis, the following conclusions can be drawn:

1. The effect of the independent variables as a whole or simultaneously the factors of work motivation and reward have a positive and significant effect in improving the performance of the Criminal Investigation Police of the Konawe Police which is reflected in improving the quality of work, quantity of work, abilities and responsibilities of investigators. This means that at the same time, in order to improve the performance of investigators, it is necessary that the two independent variables are applied and run simultaneously in an effort to improve and maintain the performance of investigators.
2. Motivation labor partial in research this influence is positive but not significant to the performance Konawe Police Investigator. That is the change and giving motivation to work through the provision of opportunities for achievement, recognition, task characteristics, job responsibilities, and the opportunity to move forward to develop themselves can be used and as well considered in repairing or improving performance Investigator Criminal on Pores Konawe, so we need another indicator for can improve and maintain the performance of investigators.
3. Reward influence positively significant to performance Konawe Police Investigator. This means that changes in the provision and implementation of a better reward system will be able to improve the performance of the Konawe District Police investigators, besides that it will also provide satisfaction and a sense of being cared for by the leadership.

2. Suggestions

Based on these conclusions, the following are suggested:

1. Preferably Police Chief Konawe either direct or through naked reskrim and or also coaches the function of investigation of more attention to the aspect of increasing motivation along with give reward the achievements of the work of investigators, to evaluate continuously the percentage confectionary case investigator, doing guidance and pull input about procedures for carrying out work based on predetermined standards and the importance of a sense of responsibility for the work submitted by the leader to the investigator.
2. The Konawe District Police Chief should pay attention to the aspect of increasing the provision of rewards, taking into account the contribution of the investigators' performance, providing task confidence (independent), opportunities for achievement and the opportunity to develop themselves to a higher level of education both official and non -deserved to police investigators, giving recognition and praise to investigators who excel in carrying out their duties.
3. It is recommended that giving rewards be a priority for the Konawe Police Chief and the Criminal Investigation Unit to improve the performance of investigators, because the results of

this study in predicting the reward variable from work are very high in shaping the performance of investigators.

4. So that the lead investigator can provide independence in handling cases in accordance with the duties of the investigators and the responsibility of the case given to determine the follow-up action while still adhering to the management of the investigation and the supervision of the investigation according to the rules without neglecting other matters that are the responsibility of the investigator.
5. Research to be preferably variable motivation to use indicator other in measuring the effect of motivation on the performance and improve the performance of the investigator or can use other variables to measure performance,

such as science about the rules, stats work, supervision of work, evaluation or motivation to use indicators incentive or overtime pay and compensation for investigators who are able to settle cases, etc. So that investigators can race and compete between investigators in terms of resolving cases which are the benchmark for investigators' performance.

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