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## Apparatus performance improvement model of the national narcotics agency in preventing illegal circulation of narcotics

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### Abstract

This study aims to determine apparatus performance model variabels of job satisfaction and the impact on personil performance of National Narcotics Agency Aceh Province. The data used is the data by distributing questionnaires to 177 respondent of personil National Narcotics Agency Aceh Province. To analyze the data, the statistical analysis used structure equation modeling (SEM) and processed with the help of the application Amos. The variables of apparatus performance model measured include transformational

leadership, organization culture and Intrinsic Motivation effect toward job satisfaction and then analysis of statistical test is transformational leadership, organization culture, Intrinsic Motivation and job satisfaction effect toward of Personil Performance of National Narcotics Agency Aceh Province. The result job satisfaction variable effect dominand variabel to Apparatus Performance of National Narcotics Agency Aceh Province.

**Keywords:** Transformational Leadership, Organization Culture, Intrinsic Motivation, Job Satisfaction, Apparatus Performance

### Introduction

The National Narcotics Agency of Aceh Province requires reliable human resources, quality education is needed, the provision of various social facilities, and adequate employment opportunities in the context of community service. Produce optimal performance and job satisfaction to achieve the goals of an institution (Atmojo, 2012)<sup>[1]</sup>. Security organizations and institutions such as the Aceh Province National Narcotics Agency were established to achieve certain goals that can only be carried out by means of cooperation between Aceh Province National Narcotics Agency personnel and stake holders, these institutions become very decisive for Aceh Province National Narcotics Agency personnel in working for their lives, both for himself and for his family (Pujiwati & Susanty, 2015)<sup>[16]</sup>. The success of an institution of the National Narcotics Agency of Aceh Province is strongly influenced by the transformational, organization culture, intrinsic motivation and the characteristics of their work, every organization or government agency always tries to improve personnel performance, with the hope that the organizational goals will be achieved according to the organization's vision and mission.

Various ways will be taken by an institution in improving the performance and job satisfaction of the apparatur in the organization for its employees (Mathis, 1999)<sup>[13]</sup>, for example through education, training, creating a conducive work environment, quality and quantity of work and loyalty and integrity (Jakfar, 2014)<sup>[8]</sup>. The Aceh Province National Narcotics Agency has organizational resources that are very important for the survival of the organization in order to achieve the goals set at the Aceh Province National Narcotics Agency human resources are the main capital of the organization, the resources in question are financial resources, time resources, and resources human power. Study of analisis (Sacchetti & Tortia, 2013)<sup>[19]</sup>, human resources, there is no need to question it because it is the main capital of the organization because it is the strength of management in carrying out its main tasks and functions at the institution of the National Narcotics Agency of Aceh Province.

### Literature Review

#### Theory of Transfortional Leadership

Study of (Robbins & Couter, 2016)<sup>[18]</sup> defines leadership as the ability to influence a group to achieve a vision or set of goals. (John C. Maxwell, 2015)<sup>[9]</sup> In addition to influence, leadership is also defined as a group of processes, personality, fulfillment, certain behavior, persuasion, authority, goal achievement, interaction, role differences, initiation of structure, and a combination of two or more of certain things.

**Theory of Organization Culture**

Schein (2015) in his study “Organizational Culture and Leadership” which is widely used as a reference for writing about organizational culture, defines more broadly that culture is: “A pattern of share basic assumption that the group learner as it solved its problems of external adaptation and internal integration, that has worked well enough to be considered valid and therefore, to be taught to new members as the correct way to perceive, think and feel in relation to these problems” (Hofstede, 1980) [7].

**Theory of Intrinsic Motivation**

Intrinsic motivation (Fischer, Malycha, & Schafmann, 2019) [5] Motivation factors (Motivation factors) are related to psychological needs, these needs include a series of intrinsic conditions, job satisfaction (job content) which if contained in work will move a strong level of motivation, which can result in good job performance, this motivational factor is related to rewards and to the person who is directly related to work, this factor is called satisfiers (Robbins & Couter, 2016) [18].

**Theory of Job Satisfaction**

There is study by (Luthans, 2015) [10], job satisfaction is basically individual, each individual has a different level of satisfaction according to the value system that applies to him, the higher the assessment of activities based on individual

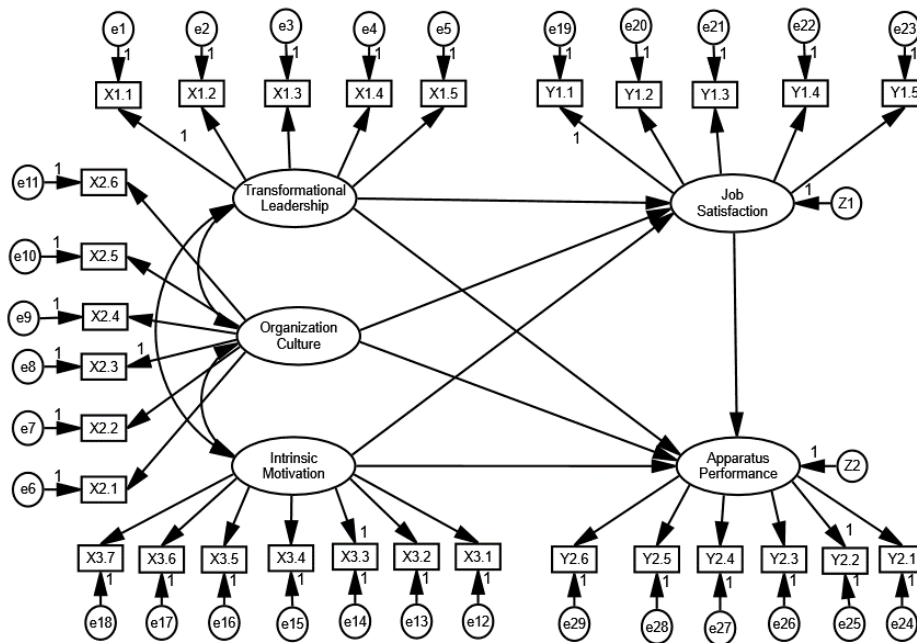
desires, the higher the satisfaction with that satisfaction, thus satisfaction is an evaluation that describes someone for feeling happy or unhappy, satisfied or dissatisfied in his work job satisfaction, (Hira & Waqas, 2012) [6].

**Theory of Performance**

Performance is the result of work achieved by employees or organizations with criteria that apply within a certain period of time, meaning that if the activities of a person or organization achieve results according to applicable standards, it can be said to be performing well and vice versa means performing poorly (Mathis, 1999) [13]. To find out the performance of an employee in the organization, it is necessary to conduct an assessment, an effective performance appraisal system will provide useful information for the organization, especially in making decisions regarding the work of employees, job satisfaction, (Rehman, 2009) [17].

**Conceptual Framework**

According to Sekaran (2015), the framework of thinking is the rationale of research that is synthesized from facts observations and research studies. The framework includes theories, propositions or concepts that will be the basis of research. This study by (Nasir, Marbawi, & Qamarius, 2021) [15] The relationship between the variables used in this study can be seen in Figure 1 below:



**Fig 1:** Conceptual framework

The hypothesis is (Marbawi, 2020) [12] an idea to look for facts that must be collected. Hypothesis is a temporary question or the most probable allegation that still needs to be sought. Based on the above framework and research conducted by several previous researchers, a hypothesis can be prepared as follows:

- H<sub>1</sub>** = There is an influence of transformational leadership style on job satisfaction on Apparatus of National Narcotics Agency Aceh Province.
- H<sub>2</sub>** = There is an influence of organization culture on job satisfaction on Apparatus of National Narcotics Agency Aceh Province.

- H<sub>3</sub>** = There is an influence of intrinsic motivation on job satisfaction on Apparatus of National Narcotics Agency Aceh Province.
- H<sub>4</sub>** = There is an influence of transformational leadership style on apparatus performance of National Narcotics Agency Aceh Province.
- H<sub>5</sub>** = There is an influence of organization culture on apparatus performance of National Narcotics Agency Aceh Province.
- H<sub>6</sub>** = There is an influence of intrinsic motivation on apparatus performance of National Narcotics Agency Aceh Province.

**H<sub>7</sub>** = There is an influence of job satisfaction on apparatus performance of National Narcotics Agency Aceh Province.

**Methods**

This research method is a scientific activity carried out by researchers to obtain relevant data, to be analyzed for certain purposes and to determine solutions to the problems studied at the District/City National Narcotics Agency in Aceh Province.

**Location**

The location in this study is the National Narcotics Agency regency / city in Aceh Province, while the object in this study is the entire apparatus of the National Narcotics Agency Regency / city in charge at this time.

**Population and Sample**

In this study (Musriha, 2013) [14] that sampling technique is done by stratified random sampling method, this sample withdrawal technique is done because the population in this study heterogen with a target sample number of 184 respondents (23 indicators x 8 observations) according to the requirements of the SEM model (Ferdinand, 2014) [4] in this study sample analyzed only 177 respondents because there were 7 respondents who did not return the questionnaire or damaged at the National Narcotics Agency District / City in Aceh Province.

**Technique of Data Collection**

This study uses primary data obtained through the

dissemination of questionnaires to respondents, where respondents will respond in writing in response to statements given to the variable analysis (Bhattacharjee, 2012) [3] of National Narcotics Agency District / City in Aceh Province.

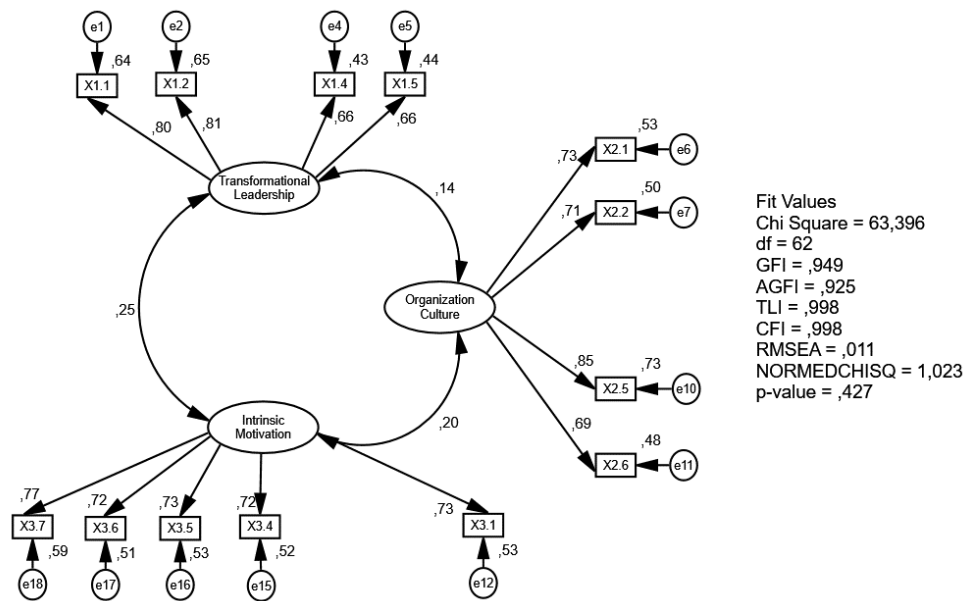
**Technique of Data Analysis**

In this case (Baron & Kenny, 1986) [2] inferential statistics are a method related to the sample analysis for drawing conclusions about population characteristics, after collecting data and information in the field, then to manage the data and information research (Atmojo, 2012) [1]. The authors use the method of the Structural Equation Model (SEM) in the model and hypothesis testing, SEM or structural equation models are a set of statistical techniques that allow testing a series of relative relationships complicated, cumulatively (Ferdinand, 2014). In this study two types of analytical techniques are used, namely:

1. Confirmatory factor analysis in SEM is used to confirm the most dominant factors in a group of variables.
2. Regression Weight in SEM is used to examine how much influence between the variables

**Result and Discussion**

Confirmation factor analysis of exogenous construction factors can be concluded that the value of loading factor indicators of transformational leader ship, organization culture and intrinsic motivation of loading factor > 0.60 so that all indicators are in accordance with the Confirmation factor analysis model, for more details can be seen in Figure 2 below:



**Fig 2:** Confirmatory factor analysis axogenous construct

Confirmation analysis of endogenous construct factors can be concluded that the loading factor value of the work market indicator and the performance of the apparatus of all loading

factors > 0.60 so that the indicator is in accordance with the requirements of the factor confirmation analysis model, for more details can be seen in Figure 3 below:

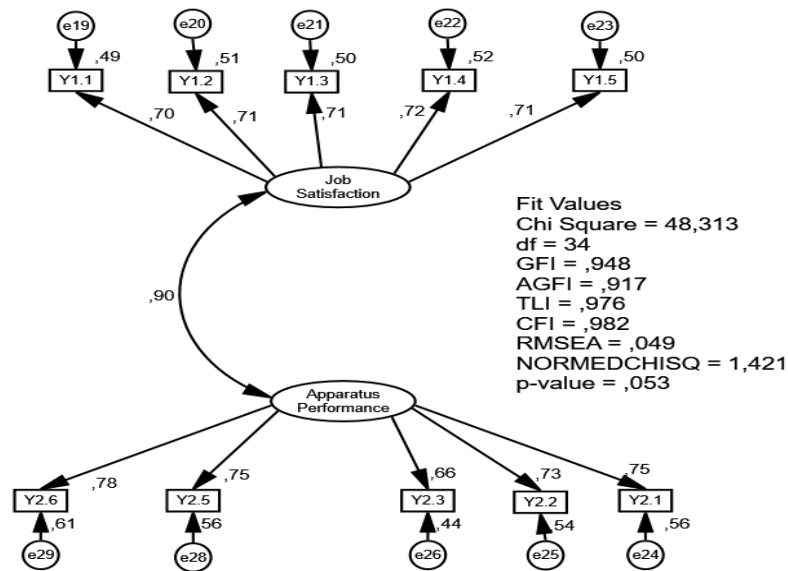


Fig 3: Confirmatory factor analysis endogenous construct

Based on the results of the full model analysis, it can be explained that the goodness of fit full structural model as required in the structural equation modeling (SEM) model then the results of sem model analysis as seen in Figure 4

below, it can be explained that all exogenous variables have a significant effect on endogenous variables so that this model is already able to test the research hypothesis.

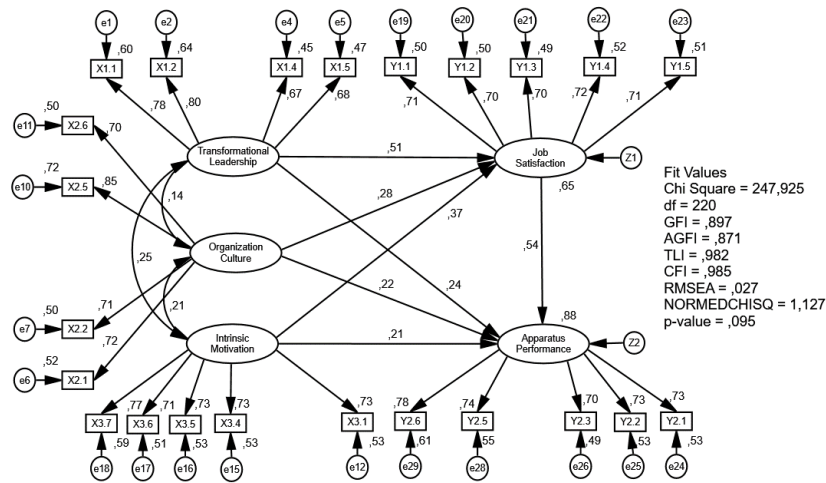


Fig 4: Structural equation modeling full model analysis

Table 1: Goodness of fit index full model structural

Goodness of Fit Index	Cut-off value	Result analysis	Model evaluation
X <sup>2</sup> -Chi-Square	Exspected small	247,925	Good
Probability	≥ 0.05	0.095	Good
GFI	≥ 0.90	0.897	Marginal
AGFI	≥ 0.90	0.871	Marginal
CFI	≥ 0.95	0.985	Good
TLI	≥ 0.95	0.982	Good
CMIN/DF	≤ 2	1.127	Good
RMSEA	≤ 0.08	0.027	Good

Source: Result of the study is analyzed by amos (2021)

Based on Table 2 results of amos analysis, it can be explained that all exogenous variables have a significant effect on

endogenous variables, the results of this study can be already test the hipetesis of this study as required in the analysis of structural equation modeling, while the results of the analysis are as follows. The table 2 above shows that the suitability test of this model produces a good level of acceptance of the fit model so that it can be concluded that the resulting model can test the hypotheses that have been prepared and can be answer all the above problem formulations.

**Discussion**

Based on the results of data analysis using a structural equation modeling and to answer many hypotheses that have been prepared above, the results of this study will be reported with theories, expert opinion and previous research, namely:

**Table 2:** The influence of construct eksogen toward construct endogen

			Std. Estimate	S.E.	C.R.	P
Job_Satisfaction	<---	Transformational_Leadership	,508	,069	6,007	***
Job_Satisfaction	<---	Organization_Culture	,284	,067	3,841	***
Job_Satisfaction	<---	Intrinsic_Motivation	,368	,070	4,668	***
Apparatus_Performance	<---	Transformational_Leadership	,238	,076	2,910	,004
Apparatus_Performance	<---	Organization_Culture	,217	,067	3,365	***
Apparatus_Performance	<---	Intrinsic_Motivation	,210	,070	2,997	,003
Apparatus_Performance	<---	Job_Satisfaction	,537	,136	4,499	***

**Source:** Result of the study is analyzed by amos (2021)

After analyzing based on the primary data as mentioned above, this discussion will be explained in more detail to the results of research that has been obtained through the analysis of the structural equation modeling, then in this discussion will be associated with the theory and results of previous research and also emphasize on testing hypotheses that have been made in the previous chapter with the aim of getting answers to the hypothesis statement of this research.

1. The results of this study have an influence of transformational leadership toward job satisfaction apparatus of national narcotics agency aceh province.
2. The results of this study have an influence between organization culture toward job satisfaction apparatus of national narcotics agency aceh province.
3. The results of this study have an influence between intrinsic motivations toward job satisfaction apparatus of national narcotics agency aceh province.
4. The results of his research there is an influence between transformational leadership toward apparatus performance of national narcotics agency aceh province.
5. The results of his research there is an influence between organization cultures toward apparatus performance of national narcotics agency aceh province.
6. The results of his research there is an influence between instrinsic motivation toward apparatus performance of national narcotics agency aceh province.
7. The results of his research there is an influence between job satisfaction toward apparatus performance of national narcotics agency aceh province.

### Conclusion

This study aimed to (Mahdinezhad, Suandi, Silong, & Omar, 2013) based on the formulation of the problems, objectives and research hypotheses that have been outlined before, it can be put forward some conclusions in this study as follows:

1. Based on the conclusion of the results of the study that transformational leadership with several indicators inspiring and motivating the apparatus needs to be maintained in order to improve the satisfaction of the apparatus performance of national narcotics agency aceh province.
2. The leadership continues to improve good relations. Tim work with colleagues at the National Narcotics Agency of Aceh Province, the nexs is leadership needs to increase support and motivation to the apparatus in order to improve the performance of the national narcotics agency of Aceh province.
3. Leader of the National Narcotics Agency of Aceh Province to encourage and supervise well so that the apparatus in working according to standards and procedures, then the discipline of the apparatus needs to be improved so that the performance of the National Narcotics Agency of Aceh Province can be maintained in the future time.

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