THE IMPACT OF TRAINING AND EXPERIENCE ON THE WORK PERFORMANCE OF CRIMINAL INVESTIGATION UNIT WEST PASAMAN POLICE STATION MEMBERS

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ABSTRACT

The goals of this research are to (1) determine and analyze the impact that Training has on the Work Performance of Members; (2) determine and analyze the impact that Work Experience has on the Work Performance of Members; and (3) determine and analyze the impact that both Training and Work Experience have on Work Performance of Members. The sample for this research project included 37 people who filled out the survey. This type of research is an example of associative research, which aims to determine the relationship between one or more variables and how one variable affects other factors. Specifically, this type of study examines how one variable impacts others. Both descriptive analysis and multiple linear regression are applied in this particular instance as methodologies for data analysis. It can be seen from the findings of the research that has been carried out that: (1) Training has a positive effect with a t-test value of 2,217 and is significant on Member work performance with a significant value of 0.033 (0.05); (2) Work Experience has a positive effect with a t-test value (2,380) and significant on Member work performance with a significant value of 0.023 (0.05); and (3) There is a positive and significant influence of Training and Work Experience on Member work performance.

Keywords: *Training, work experience, job performance*

INTRODUCTION

Regarding improving work performance, Human Resources (HR) is a valuable asset for firms. For this reason, the quality of the organization's human resources is a crucial factor in determining the achievement of its goals. In order to accomplish this goal, Training is required to produce high-quality human resources and experienced personnel to attain desired levels of work performance. When it comes to human resource development, the work performance of each individual member is essential to the firm's overall success.

Criminal activities or crimes that occur under the jurisdiction of the National Police are rising, and how these crimes are perpetrated varies according to the times and the increasingly sophisticated technology available. As a result of the growth of these crimes, members of the West Pasaman Police Criminal Investigation Unit boosted the amount of work they did to reveal crimes or crimes that took place within the jurisdiction of the West Pasaman Police Police. As a direct consequence of the rise in the work that had to be done, numerous criminal cases, including robbery with violence, theft of motor vehicles, embezzlement, fraud, rape, and murder, were

brought to light. This was one of the accomplishments at work. All of the above is inextricably linked to the roles that Kasat and the other members of the West Pasaman Police Criminal Investigation Unit play to ensure that each criminal investigation can be solved and that the members' professional goals can be met. A member's work performance is evaluated based on whether or not they have met their goals and produced the desired results to receive awards from the organization for which they are employed. Improving members' work performance is an essential factor in the organization's ability to accomplish its goals and produce the work results that the organization anticipates.

Training is necessary in order to increase the quality of human resources in the West Pasaman Police Criminal Investigation Unit in order for the unit to be successful in achieving its work goals. Training programs that are held for members can assist new members in acclimating to the new working environment as well as other members. Training is conducted for newly recruited members and members who have been working for an extended period. This is because the demands of work might lead to changes in strategy and other areas. For an organization to

realize its objectives, all new and old members must participate in Training.

RESEARCH OBJECTIVES

The objectives to be achieved in this study are to determine the influence of:

1. To determine the effect of Training on the work performance of members of the West Pasaman Police Criminal Investigation Unit.
2. To determine the effect of Work Experience on the Work Performance of Members of the West Pasaman Police Criminal Investigation Unit.
3. To determine the effect of Training and Work Experience on the Work Performance of Members of the West Pasaman Police Criminal Investigation Unit.

LITERATURE REVIEW
Work Performance

According to Mangkunegara (2014: 9), work performance is the outcome of work in quality and quantity obtained by human resources, unity of time periods in carrying out their work obligations in line with their responsibilities. [Citation needed] Work performance results from work in quality and quantity achieved by human resources.

Training

Training is defined as "a series of individual activities in systematically improving expertise and knowledge so that individuals can have professional performance in their fields," as Widodo (2015) stated.

Work Experience

Work experience, as defined by Foster (2011), is a measurement of the amount of time or work period a person has spent to comprehend the responsibilities of a job and carry out those responsibilities effectively. Work experience in comparable jobs is required to be considered throughout the labor placement process. The longer a staff has been employed, the more experience its members will have. On the other hand, the amount of experience gained is proportional to the length of time employed.
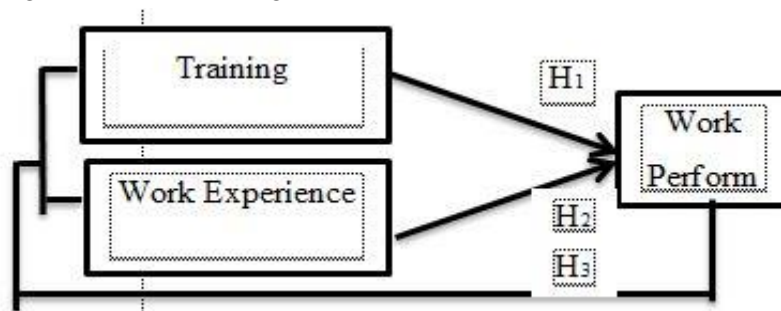
CONCEPTUAL FRAMEWORK

Figure 1. Conceptual framework
Source: Theoretical Studies

RESEARCH METHODS
Types of Research

Associative research is a type of research that attempts to determine the relationship between two or more variables and how one variable influences the others. This research falls within the quantitative research category. (Sugiyono 2014)

Place and Time of Research

West Pasaman Police Criminal Investigation Unit is located at Jalan Soekarno Hatta No. 60, Jorong, Pasaman Baru, Nagari Lingkuang Aua, Pasaman District, West Pasaman Regency. At this location, the author's research was examined. Specifically, this investigation was conducted between December 2021 and July 2022.

Population and Sample

The entire population consists of 37 members of the West Pasaman Police Criminal Investigation Unit.

DATA ANALYSIS METHODS
Validity Test

Sugiyono (2017: 173) states that validation tests are performed to obtain valid data. Valid denotes that the instrument can measure the desired quantities. The validity test aims to determine whether or not each item of the statement deserves to be included in the stated variable.

Reliability Test

According to Sugiyono (2010: 354), this procedure aims to determine the degree to which measurement results remain consistent when measuring the same symptoms twice or more with the same measuring device.

Classical Assumption Test

The Classical Assumption Test is used to determine if the results of the analysis used are free from deviations from classical assumptions, which include:

1. Normality Test
2. Linearity Test
3. Heteroscedasticity Test
4. Multicollinearity Test

Multiple Linear Analysis

The data analysis examined by the author in this study uses multiple linear regression analysis. According to Sugiono (2014), the general form of multiple linear regression systematically is as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Information:

Y: Work Performance
A: Constant
B(1,2): Regression coefficient of the variable $X_{(1,2)}$
X1: Training
X2: Work Experience
 e: Standard Error

Test the hypothesis
T Test

This test aims to test the effect of independent variables on bound variables separately or partially.

Uji F

This test aims to test the effect of independent variables on bound variables together (simultaneously).

Koefisien Determinasi (r^2)

For this reason, the coefficient of determination (r2) is used. The range of the coefficient r2 with is from 0 to 1, the closer the coefficient of r2 is to 1, the greater the effect of the independent variable on the dependent variable

ANALYSIS AND DISCUSSION

Table 1. Validity Test Results

Variable	Statement	Value
Work Performance	Y-1	0.336
	Y-2	0.359
	Y-3	0.517
	Y-4	0.633
	Y-5	0.606
	Y-6	0.511
	Y-7	0.589
	Y-8	0.359
Training	X1-1	0.396
	X1-2	0.471
	X1-3	0.333
	X1-5	0.644
	X1-6	0.639
	X1-7	0.412
	X1-8	0.417
	X1- 9	0.345
	X1-10	0.385
	X2-1	0.474
Work Experience	X2-2	0.535
	X2-3	0.572
	X2-4	0.548
	X2-5	0.748
	X2-6	0.676

Source: SPSS 2022 Data Processing Results

Reliability Test
Table 2. Reliability Test Results

Variable	Cronbach's Alpha	Information
Work Performance (Y)	0.777	Reliable
Training ((X_1)	0.792	Reliable
Work Experience (X_2)	0.822	Reliable

Source: SPSS 2022 Data Processing Results

From the table above, it can be seen that the results of data reliability testing for all variables used in this study, based on the opinion of Imam Ghozali (2013), can be declared reliable because it has a Cronbach's Alpha value above 0.70.

CLASSICAL ASSUMPTION TEST RESULTS
1. Normality Test

Table 3. Normality Test Results

Variable	Sig	Information
Work Performance (Y)	0,051	Normal
Training ((X_1)	0,085	Normal
Work Experience (X_2)	0,200	Normal

Source: SPSS 2022 Data Processing Results

From the table above, it can be seen that the significant value of Work Performance (Y) is 0.051, Training (X1) is 0.085, and Work Experience (X2) is 0.200. It is concluded that all variables have a significant value of > 0.05. Thus, the regression model in this study can be said to be normally distributed.

2. Linearity Test

Table 4. Linearity Test Results

Variable	Sig	
Training	0,246	Linear
Work Experience	0,597	Linear

According to the findings of the linearity test, presented in the table that can be found above, the significant value of the Deviation from Linearity is found to be 0.246. Because the value of significance is more than 0.05, it is possible to conclude that there is a linear relationship between the variables Training (X1) and Work Performance (Y). Similarly, the Work Experience Variables (X2) and Work Performance (Y) exhibit a linear connection in Deviation from Linearity, with the former having a significant value of 0.597. If this is the case, one can conclude that there is a substantial linear relationship between the independent variable and the dependent variable.
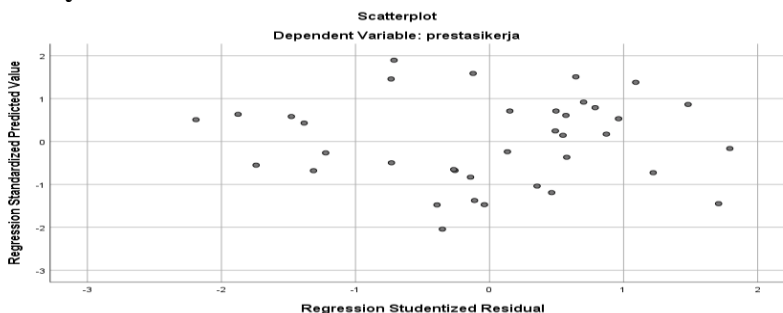
3. Heteroscedasticity Test

Figure 2
Heteroscedasticity Test Results

From the Scatterplot chart above, no certain patterns were found from the spread of points on the chart. Therefore, it can be concluded that the regression model in this study did not occur heteroscedasticity.

4. Multicollinearity Test

Variable Independent	Tolerance	VIF	Information
Training (X$_1$)	0.856	1.168	Multicollinearity-Free
Work Experience	0.856	1.168	Multicollinearity-Free

Source: SPSS 2022 Data Processing Results

Based on the results of multiple regression analysis in the table above, it can be seen that for all independent variables in this study, namely Training and Work Experience, the tolerance value is nothing small from 0.1. In contrast, the VIF value is not large from 10. Thus among the independent variables expressed free from the symptoms of multicollinearity.

Multiple Linear Test Results

Multiple Linear Test Results

Table 5. Multiple Linear Test Results

	Model	Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.556	.619		2.514	.017
	Training	.329	.148	.335	2.217	.033
	Work Experience	.275	.116	.360	2.380	.023

Source: SPSS 2022 Data Processing Results

Based on the research model in this thesis, referring to the opinion of Suliyanto (2011), the equation formula is as follows:

$$Y = a + b_{1X1} + b2X2 + e$$

Thus the equation of the results of data analysis from this study is:

$$Y = 1.556 + 0.329X_{1+ 0.275X2} + e$$

Where
Y = Work Performance
a = Constant
X1= Training
X2 = Work Experience
b1 = Training Regression Coefficient
b2 = Work Experience Regression Coefficient

The equation above can be explained as follows:

1.556 is the value of the constant a. If the value of the constant is positive, it indicates that if both the score for Work Experience (X2) and the score for Training (X1) is equal to zero, then the score for Work Performance (Y) is equal to the constant.

The fact that the b1 coefficient for the Training variable is positive and equal to 0.329 indicates that the Training score, compared to Work Performance, is positive. If the score for Total Training goes up, then Work Performance will also go up.

The fact that the b2 coefficient for Work Experience is 0.275 and positive indicates that it is a positive variable means that the score for Work Experience on Work Performance is also positive.

If the score for Work Experience has gone up, the score for Work Performance will also go up.

Hypothesis Testing
T Test

The variable Training has a t value of 2.216 and a significance value of 0.033 (less than 0.05), as shown in the table. Therefore, the following conclusion can be reached: Training has a positive and observable effect on the overall job performance of the West Pasadena Police Criminal

Investigation Unit. Thus, we will adopt the first hypothesis.

Whereas the Work Experience Variable has a t value of 2.380 and a significance value of 0.023 (meaning that it is more significant than 0.05), respectively. Based on these findings, it can be deduced that the variable denoted by Work Experience has a constructive and meaningful influence on the Work Performance of Members of the West Pasaman Police Criminal Investigation Unit. That is, we are going to go with hypothesis 2.

Test F

Table 6. F Test Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.343	2	1.171	8.507	.001[b]
	Residual	4.682	34	.138		
	Total	7.024	36			

Source: SPSS 2022 Data Processing Results

It is possible to deduce from the data presented in the preceding table that the significance level of the F test is 0.001 and that the F value is 8.507. This indicates that the significance value of F is lower than 5%, defined as 0.001 greater than 0.05. As a result, it is plausible to assert that the present regression model is of sufficient quality to be utilized in this investigation. Where Members of the West Pasadena Police Criminal Investigation Unit's Work Performance is Improved to a Substantial and Positive Degree as a Direct Result of Having Both Previous Training and Work Experience at the Same Time, the third hypothesis can be adopted.

Dethermiation Coefficient (R2)

The preceding table reveals that the coefficient of determination is 0.334, which translates to an approximate value of 33.4%. That is, the total contribution that the variable Training or Work Experience has on one's performance at work is 33.4%. The remaining 66.6% was subject to the influence of additional factors not investigated in this experiment. Additionally, it demonstrates that the variable Training or Work Experience in this study has a relatively minor impact on the growth in the Work Performance of Members of the West Pasaman Police Criminal Investigation Unit.

DISCUSSION
The Effect of Training on the Work Performance of Members of the West Pasaman Police Criminal Investigation Unit

Based on the findings of the initial experiment designed to test the hypotheses, it is known that Training has a substantial effect on the job performance of personnel of the West Pasaman Police Criminal Investigation Unit. This is supported by the findings of the t-test, which showed that the value of t was 2.217, while the value of the coefficient was 0.329, and the significance value was 0.033, below the significance value of 0.05. This demonstrates that the variable of Training is a significantly important factor in improving Work Performance. Because Training is one way that can be done to develop understanding and knowledge related to the work that is provided, there will be major improvements in the work performance of members of the West Pasaman Police Criminal Investigation Unit if the training variable is improved. This is because Training is one way that can be done to increase understanding and knowledge connected to the work that is provided.

The Effect of Work Experience on the Work Performance of Members of the West Pasaman Police Criminal Investigation Unit

According to the experiment's findings to test the second hypothesis, the Work Experience of Members of the West Pasadena Police Criminal Investigation Unit has a Significant Effect on the Work Performance of Those Members. Because the value of t is 2.380, the value of the coefficient is 0.275, and the significance value is 0.023, all of which are greater than the significance value of 0.05, the second hypothesis can be accepted. This indicates that there will be a major influence on

boosting Work Performance if the amount of work experience continues to grow at the current rate. This indicates that one of essential considerations to make in order to enhance one's work performance at the West Pasadena Police Criminal Investigation Unit is one's level of previous work experience.

The Effect of Pelathan and Work Experience Simultaneously on the Work Performance of Members of the West Pasaman Police Criminal Investigation Unit

The findings of the F test indicate that the significance value of F is less than the significance of the 5% alpha value, as shown by the expression (0.001 0.05), which translates to "the significance of 5% alpha value is less than the significance of F." Therefore, both training and work experience substantially impact the West Pasadena Police Department's overall job performance concurrently.

CONCLUSION AND ADVICE
Conclusion
The following are the findings of this study, which were derived from the previous analysis and discussion:

1. There is a correlation between the Training variable and the Work Performance variable, which is positive and statistically significant. Those who serve in the Criminal Investigation Unit of the West Pasadena Police Department have a significant value of 0.033 (0.05). Therefore, we can conclude that hypothesis 1 is correct.
2. With a significant value of 0.023 (0.05), the Work Experience variable positively and significantly influenced the Work Performance of Members of the West Pasaman Police Criminal Investigation Unit. This influence was significant. Therefore, one must agree with hypothesis 2.
3. There was a substantial and positive influence on the variable Work Performance of Members of the West Pasaman Police Criminal Investigation Unit with an F value of 8,507 and a significance value of 0.001 0.05. This influence was caused by the variable's Training and Work Experience simultaneously affecting the variable Work Performance. Therefore, we may agree that hypothesis 3 is correct.

Suggestions
1. It is recommended that the Head of the West Pasaman Police always provide appropriate and high-quality Training to the members of the West Pasaman Police Criminal Investigation Unit to improve work performance of the members of the West Pasaman Police Criminal Investigation Unit. This is done in order to increase the knowledge and understanding of the members of the West Pasaman Police Criminal Investigation Unit with their work.
2. Because this study only examines the effects of Training and job Experience, it is advised that the next researcher include other variables that can expand and influence this research model. Additionally, it is recommended that the next researcher add numerous aspects that affect job performance and the variables that the researcher employs.

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