



ISSN : 2722-7944 (Online)

Point of View Research Economic Development

<https://journal.accountingpointofview.id/index.php/povred>



Analysis Of The Influence Of Education And Training On Personnel Performance Through Work Discipline (Study On Personnel South Sulawesi Regional Police Brimob Unit)

Supriadi¹ ; Mattalatta² ; Bahtiar Maddatuang³

^{1,2,3} STIE Amkop Makassar, South Sulawesi, Indonesia

Abstract

Task police as set up in Article 2 of the Republic of Indonesia National Police Law No. 2 of 2002 is to maintain a state of tranquility and peace , establishing law , giving protection , patronage , and service to public on Name state government . Security and order public is realization a safe , just and prosperous society . Research This arranged with objective analyze And describe influence education towards discipline work and personnel performance . Training on work discipline and personnel performance. Influence work discipline towards Personnel performance , as well as The Influence of Education and Training to Personnel Performance through Work Discipline on South Sulawesi Regional Police Mobile Brigade Corps. This research uses a quantitative methodology based on data obtained from measurement of research variables that have been set . Approach This become valuable For objective data measurement and analysis statistics furthermore For inspection . Data collection techniques use distribution questionnaire with take sample namely is a personnel of the South Sulawesi Police Mobile Brigade Corps as many as 171 people . Data analysis techniques through analysis track . From the results of the path test obtained findings that education impact real on discipline Work personnel , training impact real on discipline Work personnel , education has an impact real on personnel performance on personnel, training has an impact real impact on personnel performance, work discipline has an impact real on personnel performance, the results of the *Sobel test* stated that work discipline has the ability to mediate the influence of education on personnel performance, and the results of the *Sobel test* stated that work discipline has the ability to mediate the influence of training on personnel performance at the South Sulawesi Regional Police Mobile Brigade Corps.



This is an open access article under the [CC BY 4.0 International License](https://creativecommons.org/licenses/by/4.0/)

© Point of View Research Economic Development (2024)

Keyword :

Education, Training , Work Discipline ,
and Personnel Performance ..

Email Address :

nurulilm@gmail.com

1 Introduction

Task police as set up in Article 2 of the Republic of Indonesia National Police Law No. 2 of 2002 is to maintain a state of tranquility and peace , establishing law , giving protection , patronage , and service to public on Name state government . Security and order public is realization a safe , just and prosperous society . Because that , society hold role important in success implementation planning and development national . Purpose national covering realization security , order , enforcement law , peace , building as well as increase Power stand public in a way together in overcome all form disturbance and violation law .

As integral component of institution Police , Mobile Brigade play role important in guard security, protecting and serving the community. Increasing security domestically through Implementation of professional Brimob strategies with focus on involvement community , development professionalism in a way proactive , and implementation knowledge knowledge and technology .

In frame realize vision said , Mission Mobile Brigade to describe activities following This :

1. Improvement System Satbrimob Human Resources Management For Maximize Professionalism , Competence , and Performance Capabilities .
2. Improvement competence and professionalism Personnel Mobile Brigade Corps Regional Police South Sulawesi through implementation of training programs for individual and unit level Detachment , Company , and Platoon . Trainings the aiming For to uphold discipline , loyalty , level career , and competence managerial in a way structured and differentiated , with objective For in a way effective overcome and resolve disturbance security significant domestic ;
3. Formulating policies implementation placement personnel Satbrimob in office based on guidelines development career based on the Merit, Achievement , and Reward and Punishment Systems , with still guard No existence Corruption , Collusion , and Nepotism (KKN) . Policy the must open , accountable and humanistic;

of Brimob's vision and mission requires personnel with good performance, education, special training and discipline and a good vision for the future. Although cost education and training quite expensive, investment in development SDM (Human Investment) in the end will increase productivity and creating personnel Brimob that is qualified . This in turn will increase performance personnel Brimob and allows organization or institution For reach his vision and mission in a way effective .

Brimob is a troop tasked with manage and overcome act criminal nature threatening and aggressive urgent . Brimob own skill special (Basic Police Skills , Riot Control, Mobile Research, Wanteror, Bomb Disposal, SAR (*Search and Rescue*) . Ability the allow maintenance security domestic and protection quality society high , supported by trained personnel , strong leadership , and equipment and equipment technologically advanced latest . The role of the Indonesian Police Mobile Brigade is Work The same with function Police other For take action perpetrator act criminal level high , especially unrest mass , crime organized involving weapon fire , bomb , material chemistry , biology , and substances radioactive . Purpose Finally is For create order law and keep peace community in the jurisdiction Republic of Indonesia.

Improvement performance personnel will make it easier progress organization , so that allow continuity his life in landscape competitive marked with the amount duties and obligations . As a result , issues the most significant management is effort For raise performance personnel , because quality performance source Power man in a way direct influence achievement goals , vision , and mission . In many domains, especially in realm existence organization , elements man appear as challenge main in all its operation . A organization is entity deliberate formal social organized with limitation reactive set with clear , which operates in a way consistent For reach out objectives (Rob b ins, 2006).

Source Power man play a role crucial in business and institutions . For effective management , institutions need competent and capable personnel who can optimize operational institutions and improve performance personnel . According to Setiyawan and Waridin (2006) personnel performance is the result or achievement work personnel . This is evaluated based on quality and quantity aligned work with criteria work set by the institution . Optimal performance refers to the achievement of standard institution as well as support achievement objective institution . Good organization is organization that is active make an effort increase skills source Power human beings , with realize matter This as element important in improvement performance personnel . Increase performance personnel will leading to progress institution , so that make it possible For develop in environment Work In particular, the Satbrimob Police institution is tasked with maintaining unstable domestic security (Kamdagri).

Every institution expect performance outstanding personnel normal Because matter This impact directly to productivity in a way overall . The more Lots personnel who show excellent performance , increasingly great ability institution For develop in situation whatever . Personnel must own ability For fulfil his duties and obligations with good and professional . Success individual can measured with measure level satisfaction community served , decline amount complaints received , and achievements the organization's ideal vision and mission .

Not quite enough answer personnel The Indonesian National Police (Brimob) is regulated in Regulation Government Number 2 of 2003 concerning Regulation Discipline Member Police and Perkap Number 7 of 2006 concerning the Code of Ethics Profession Police . Regulations the arrange about ethics personal , ethics institutional , ethics statehood , and ethics society .

Discipline Work foster respect among personnel to rules and regulations institutions that must obeyed . Purpose main discipline is increase efficiency with reduce error allocation time and resources material power . According to Hasibuan , components main influencing factors discipline Work is the intertwining strong interpersonal relationships and collaboration between colleague work , and between colleague work and leadership . This is Can impact on satisfaction work and produce high performance output . Components This expected can give excellent service usual , so increase mark service Agency .

Discipline very profitable work for institutions and their personnel . Discipline work is very important for a institution Because can ensure maintenance order and implementation effective tasks , so that allow achievement ideal results . Formation environment fun work will raise Spirit work and productivity work in between personnel . With Thus , personnel can carry out not quite enough the answer in a way effective with awareness full and maximize his mental and physical abilities For reach out objective institution .

Implementation steps discipline for personnel expected can increase performance personnel . Therefore that , confirms discipline Work is matter crucial in a institution . With existence discipline strong work , every personnel can increase sense of responsibility the answer to the task given .

Explanation mentioned above describe that without enforcement discipline work , achievement the goals set in a way effective and efficient No Possible happens . If a institution only focused on education , training , knowledge and technology as well as advanced information , then institution the No will reach optimal productivity except for the workers in a way consistent utilise source Power and maintain it discipline high work . Thus, work discipline will affect personnel performance. This is as the result of research by Suswardji, Hasbullah, Albatross (2012) shows that discipline partially has a positive impact on the performance of Education Personnel at Singaperbangsa University Karawang.

Based on the results of the researcher's observations, it shows that Satbrimob Polda South Sulawesi still has problems related to education, training, and work discipline on personnel performance. For the Satbrimob Polda South Sulawesi institution, education and training as well as work discipline are expected to always be improved so that the institution's vision and mission can be achieved optimally. Personnel performance can be improved if supported by the institution, personnel education , personnel training , and work discipline . So for Satbrimob management, personnel performance needs to be considered and continued. improved in a way directed For facilitate progress institution without sacrifice interest personnel That alone , and most importantly achievement objective organization .

2. Review Literature

A. Education

Education in essence is a systematic efforts by a nation or country for improve and grow awareness self to self individual , so that covers more from just teaching . Awareness the allow a nation or country for inherit inheritance culture and its ideals to generation successor . With Thus , education functioning as source inspiration for individual in various aspect life . According to Ahmad in Hasbullah (2017) " Education refers to guidance or intentional direction given by educators For facilitate growth and development holistic students , who ultimately to form their fundamental character ". Based on definitions given by experts , can stated that education is a efforts made in a way awareness by family , society and government through various activity For prepare individual in carry out not quite enough answer in the future and ongoing lifelong life .

According to Komaruddin (Astuti et al., 2018) the level education play role important in increase quality life individual and also can influence income national in a way overall . With push activity Study teaching , society become more receptive towards ideas and aspirations new , anticipated own beneficial influence for individual as well as environment .

Based on the National Education System Law No. 20 (2003), the benchmark measuring level education covering level education undertaken and suitability field selected studies . The level of education is a phase education certain specified in accordance with development cognitive students , expected goals achieved , and the abilities acquired . Factors These include:

1. Primary education: Level education the initial steps taken child during nine year , which became runway education medium .
2. Secondary education: The level of education after primary education.
3. Higher education: Post-secondary education level consisting of undergraduate, masters, doctoral and specialist programs implemented by universities.

B. Training

Training process aiming For increase suboptimal performance with using strategies that produce results significant improvement . So that personnel who have get training can finish piling up tasks in a way effective . Sutrisno (2019) argues that training designed For increase skills in do tasks and utilize equipment Work in a way effective . Rachmawati (2018) defines training as a controlled environment in which individuals to obtain attitudes and learning the teaching process knowledge and skills certain . This is allow personnel For increase ability and implement not quite enough the answer in a way more effective , appropriate with specified

criteria . Method activity training often given after placement and assignment worker based on field specific they .

According to Edison (2010) training programs for institution own a number of benefit among others :

- 1) Able to improve skills and expertise personal in management tasks and understanding solve problem .
- 2) Can improve communication between personnel or groups.
- 3) Can increase ability personnel For support opportunity future career inside and outside organization .

Method training can categorized become two type : on- site training work (*On The Job Training*) and outside training place Work (*Off The Job Training*). Every method training This can merge tool visual aids and tools similar others . One of the method on- site training Work is give customized instructions in a way direct based on condition work certain . Training conducted outside place Work covers activity like studies case as well as simulation , which is equipped with example life real . Mangkunegara's opinion (2013) explains criteria For evaluate the success of the training program provided by the institution to its personnel among others :

- 1) Types of Training, according to study about training program demands , are very important For give training aimed at For increase productivity , ethos work , and performance personnel level lower and middle .
- 2) Training objectives, goals must in harmony with needs and goals special participants , which aims to For increase ability Work they use reach optimal performance and comprehensive understanding about ethics assigned work .
- 3) Materials, including various topics , including management , scripting , psychology work , communication work , discipline and ethics work , leadership , and reporting Work .
- 4) The method used is use methodology participatory , namely involving participant in a way active and participating in session training .
- 5) Qualifications of participants, namely participants need training as well as improvement efficiency work , including personnel still , new personnel rotated , and personnel who have get recommendation from superior .
- 6) Coach qualifications, trainer must own appropriate qualifications and demonstrate ability For do session training in a way effective and motivating participant .

C. Discipline Work

Discipline work is very important for a company or institution government For reach objective organization in a way effective . Establish and maintain discipline effective work is very important for a institution For reach the most profitable results . Level of accountability somebody to not quite enough the answer given to him shown with his compliance to good discipline . Hasibuan (2019), "discipline refers to awareness as well as readiness individual For comply all rules and regulations set by institutions and norms relevant social " . Latainer in Sutrisno (2019) stated " discipline is a internal forces that make individual willing and able obey decisions , regulations , and standard high work and behavior " .

Mangkunegara (2017) identified two type discipline work needed observed in coaching personnel to comply regulations , namely :

1. Preventive discipline is approach proactive with purpose For Motivate personnel to obey and comply norm as well as apply regulation Work institution .
2. Corrective discipline, useful For push personnel to comply rules and guidelines in institution . Failed personnel comply discipline must charged consequence in accordance with relevant regulations .

Based on perspective this is important for all over personnel , good leader and also subordinates , for analyze in a way careful elements that influence discipline work . This is will ensure that they show proper and avoidable behavior from violation policy organizations , such as :

1. The level of compensation provided
Compensation is a method For relieve concern personnel , in addition Lots factor non-monetary that encourages enforcement discipline work inside institution .
2. Whether or not there is exemplary leadership in the institution
Existence extraordinary leadership normal impact significant to institution , because leader become example for personnel .
3. Whether or not there are regulations firm that can made into framework reference
Enforcement discipline in a institution can done with implementation regulation written approved together .
4. Firmness leader in act
Leader must show the courage it takes For respond with appropriate seriousness violations by personnel .
5. Level of leadership supervision

Not quite enough answer fundamental a leader is supervise implementation tasks by subordinates use ensure compliance to the goals that have been achieved set previously .

6. Level of attention to personnel.

A leader who demonstrates attention to its personnel will own ability For grow ethos strong work .

7. It was created routine which supports the establishment of discipline.

Set discipline personnel in the institution involving development behavior positive like show respect .

As for the indicators discipline of personnel in an institution which is expressed Fathoni in Hartatik (2018), among others : a) Goals and capabilities , b) Leadership role models , c) Justice , d) Inherent supervision , d) Punishment sanctions , e) Firmness , and f) Human relations .

D. Personnel Performance

Performance as results obtained by individuals or group in a organization , in harmony with the authority and duties assigned , to reach out objective organization in a way legal and ethical without violate law or standard ethics whatever (Nawawi, 2013). Performance as defined by Armstrong and Baron in Wibowo (2013) is results from sincere and harmonious effort with objective strategic organization , ensuring satisfaction customers , and contribute positive to economy .

According to Griffin in Sule and Saefullah (2005) optimal performance is influenced by three things elements , including :

1. Motivation, which is related to with trend individual For carry out task
2. Ability, refers to proficiency power Work or HR for in a way effective do tasks required For work the
3. Work environment, namely sources power and conditions required For carry out task .

According to Sudarmanto (2015), the indicators of personnel performance include :

1. *Quality* , related with the process or results with perfection or ideality in reach desired goal .
2. *Quantity* , relates to the unit amount or quantity obtained .
3. *Ti meliness* , refers to the size time required For do a activities or producing a product.
4. *Cost Effectiveness* , refers to the utilization of source Power organization in a way efficient , such as personnel , finance , materials, and technology , to reach out desired results and minimize waste source Power .
5. *Need For Supervision* , refers to the level ability individual in carry out work or not quite enough answer his job without need guidance or supervision from superior .
6. *Interpersonal Impact* , refers to the capacity individual For increase sentiment price self , kindness , and collaboration among colleague work and subordinates .

3. Method Study

Methodology in This research is quantitative methodology , it is called a quantitative method because method This considered scientific Because comply characteristics scientific like concrete , objective , measurable , rational , and systematic .

Study This located at the South Sulawesi Police Mobile Brigade Corps Office. In determining the important population For moreover formerly identify population specifics that will be become focus research , meaning that the target population is the group individual certain that will become focus results research . In this research , the target population is all personnel of the South Sulawesi Police Mobile Brigade Corps, totaling 171 people. The sampling technique used is the saturated sampling technique because the subjects are less than 171 people and the entire population is used as a research sample (Arikunto, 2013) . The data collection technique refers to the approach systematically used use obtain the required data in research , field research , research Bibliography and Literature , as well as questionnaires , research This use questionnaire written For collect data from respondents regarding education, training, and work discipline on personnel performance at the South Sulawesi Police Mobile Brigade Corps Office . The analysis technique in this research is through path analysis . Ghosali (2013) defines analysis track as continuation from multiple linear analysis , in particular implementation analysis regression For evaluate connection causal between the variables (causal models) that have been set previously use framework theoretical .

Based on the main problem, literature review and previous research, the author describes the flow of the relationship between Education, Training and Personnel Performance through Work Discipline (Study on Personnel of the South Sulawesi Police Mobile Brigade Unit).

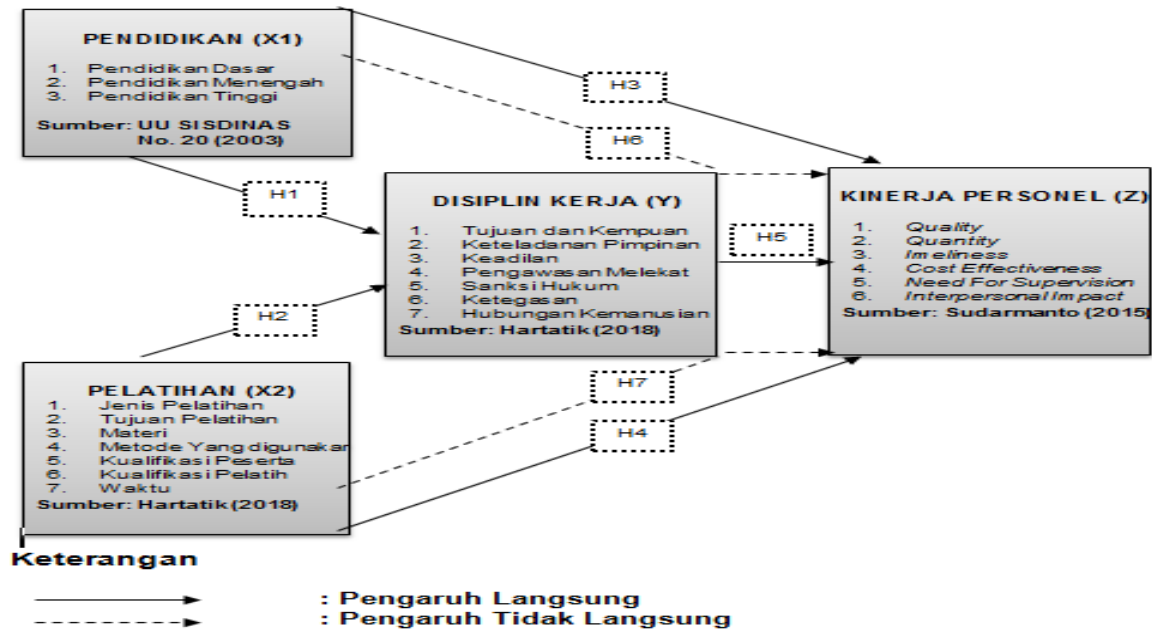


Figure 1. Framework Conceptual

4. Research Results

The Influence of Education and Training on Work Discipline (Model 1)

According to findings of data processing, namely the influence of education and training on work discipline among South Sulawesi Police Mobile Brigade Corps personnel through SPSS version 2.7 program can be displayed in table 1.

Table 1. Results of the analysis of the influence of education and training on work discipline

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-0.708				
	Education	1.116	0.106	0.466	10,522	0.001
	Training	0.482	0.041	0.524	11,828	0.001
	R	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>		
	0.939	0.881	0.880	2,099		

Source : Processed primary data , 2024

According to the results of the regression analysis, the following regression equation results were obtained . This : $Y = 0.466X_1 + 0.524X_2$. The regression equation analysis produces a regression coefficient value of X_1 amounting to 0.466, this indicates that education has a positive impact on increasing personnel work discipline, or in other words personnel work discipline at the South Sulawesi Police Mobile Brigade Corps will increase along with the level of education . Then the value of the training regression coefficient (X_2) is 0.524 which means that training has a positive impact on work discipline. If training is increased, it will affect the increase in work discipline of personnel at the South Sulawesi Police Mobile Brigade Corps.

To test the hypothesis, a partial test can be conducted where the sign value is obtained. for education is 0.000, with a sign value. 0.000 which is less than the standardized value (0.05). This means that education has a real impact on work discipline. Furthermore, for the training variable, a significance value of 0.000 is obtained, because the significance value of 0.000 is below 0.05, this indicates that training has a real impact on work discipline in the South Sulawesi Police Mobile Brigade Personnel. Furthermore, to see the closeness of the relationship between education and training on work discipline, an R value of 0.939 is obtained, this

indicates that education and training have a strong correlation with work discipline, namely 93.9%. Then to see the contribution of the impact of other variables, it is known that the adjusted $R_{\text{Square value}} = 0.880$ or 88% of work discipline is influenced by education and training, while the remaining 12% is influenced by other variables that are not included in this research model.

The Influence of Education, Training and Work Discipline on Personnel Performance (Model 2)

To assess the influence of education, training and work discipline on the performance of personnel at the South Sulawesi Regional Police Mobile Brigade Corps, this can be done through SPSS version 27 program displayed in table 2 :

Table 2. Analysis of the Influence of Education, Training and Work Discipline on Performance Personnel

Model		Unstandardized Coefficients		Standardized Coefficient s	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,562	1,628			
	Education	0.543	0.198	0.231	2,742	0.007
	Training	0.352	0.080	0.389	4,400	0.001
	Discipline Work	0.279	0.112	0.284	2.498	0.013
	R	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>		
	0.862	0.743	0.739	3,041		

Source : Processed primary data , 2024

From the results of data processing regarding the influence of education, training and work discipline on personnel performance, the following multiple regression equation is obtained : $Z = 0.231X_1 + 0.389X_2 + 0.284X_3$. According to the results of the regression equation, it is obtained The regression coefficient value for the education variable X_1 is 0.231, this can be interpreted as meaning that education has a positive impact on personnel performance. If education is improved, personnel performance will increase at the South Sulawesi Police Mobile Brigade Corps. For the training variable X_2 amounting to 0.389, which can be interpreted that the training has an impact real on personnel performance, where the more training is followed, the personnel performance at Satbrimob Polda South Sulawesi will increase. Meanwhile, for the work discipline variable X_3 of 0.284 which can be interpreted that work discipline has a positive impact on personnel performance, if work discipline increases, it will provide increase on personnel performance.

Furthermore findings partial test then obtained sig. value on the education variable is 0.007 , with a sig. value of $0.007 < 0.05$, then indicates that education has an impact real on personnel performance. Then for the training variable, a sig. value of 0.000 was obtained , with a sign. value of 0.000 below 0.05 , indicating that training has an impact real on personnel performance. While for the work discipline variable, a sig. value of a number of 0.013, because sig. value $0.013 < 0.05$ can means that work discipline has an impact real on personnel performance. Furthermore, in order to find out the closeness of the relationship between education, training and work discipline, a correlation value (R) of a number of was obtained . 0.862, this means that education, training and work discipline have a strong correlation with personnel performance, which is 86.2%. Meanwhile, for the coefficient of determination regarding the variation of the influence of other variables on increasing personnel performance, the adjusted Rsquare value is 0.739 , this is to signify that 73.9 % of personnel performance is influenced by education, training and work discipline, while the remaining 26.1 % is influenced by other variables that are not included. in this research model .

Next, the results of the analysis of the path test will be presented . through the following chart:

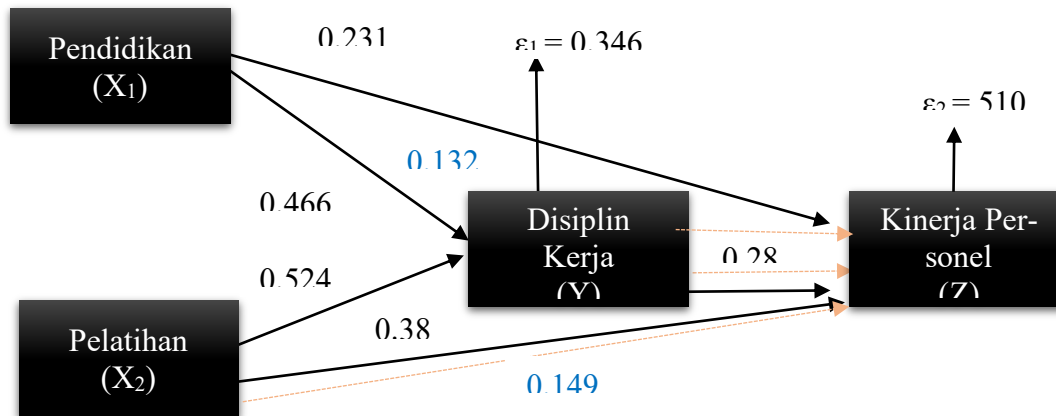


Figure . Track Test Results

Based on the test path image, the following will be explained. results the indirect impact of each independent variable (education and training) on personnel performance through work discipline on personnel of the South Sulawesi Police Mobile Brigade Corps which can described below This :

a) Influence education to performance personnel through discipline Work

According to the findings of the path test that have been exposed previous , next will done calculation For know impact No direct education on performance personnel through discipline work shown in table 3:

Table 3. The Influence of Education on Personnel Performance through Work Discipline

Track test	Standardized direct effect	pvalue	Standardized indirect effect	pvalue	Total standardized effect
X ₁ → Y → Z 0.466 x 0.284	0.231	0.007	0.132	0.028	0.363

Source : SPSS data processing results , 2024

The results of these calculations show that that impact overall education to performance personnel through discipline Work is 36.3% (0.363 x 100). This indicates that the magnitude of the direct impact of education is 0.231, while the magnitude of the indirect impact is 0.132. The online Sobel test can done For prove role discipline Work in mediating the influence of education on performance of Satbrimob Polda South Sulawesi personnel.

Calculation results *test sobel* in a way *online* can obtained with use online calculator shown in table 4:

Table 4. Sobel test calculation results in a way online influence education to performance personnel through discipline Work

Input:		Test statistic:	Std. Error:	p-value:
a	0.466	Sobel test: 2.19652247	0.0602516	0.02805457
b	0.284	Aroian test: 2.15508533	0.0614101	0.03115516
s _a	0.106	Goodman test: 2.24044558	0.05907039	0.02506201
s _b	0.112	Reset all	Calculate	

Source : SPSS data processing results , 2024

According to table 4, the online Sobel test calculation produces mark Sobel statistic is 2.196 and pvalue is 0.028. The value p of $0.028 < 0.05$ interprets discipline Work own ability mediate influence education to performance on personnel Mobile Brigade Corps South Sulawesi Regional Police . This matter to signify that height education possessed by personnel Mobile Brigade Corps so will more tall discipline Work so that height discipline Work will give impact on increase performance personnel Mobile Brigade Corps South Sulawesi Regional Police .

b) The influence of training on personnel performance through work discipline

Path test analysis give base For count influence No direct between training to performance personnel through discipline Work personnel at Satbrimob South Sulawesi Regional Police . Calculation results the will shown in the table below This :

Table 5. The effect of training on personnel performance through work discipline

Track test	Standardized direct effect	pvalue	Standardized indirect effect	pvalue	Total standardized effect
X ₂ → Z 0.524 x 0.284	0.389	0.001	0.149	0.012	0.538

Source : SPSS data processing results , 2024

Analysis influence No direct show that influence overall training to performance personnel through discipline Work is 53.8% (0.538×100). This indicates that the magnitude of the direct influence of training is 0.389, while the magnitude of the indirect influence is 0.149. The online Sobel test can done For prove role discipline Work in mediating the influence of training on performance of Satbrimob Polda South Sulawesi personnel.

Calculation results *test sobel* in a way *online* can obtained with use online calculator shown in table 6:

Table 6. Results of the Sobel Test Calculation online influence training to performance personnel through discipline Work

Input:		Test statistic:	Std. Error:	p-value:
a	0.524	Sobel test: 2.48723235	0.05983197	0.01287413
b	0.284	Aroian test: 2.47993929	0.06000792	0.01314048
s _a	0.041	Goodman test: 2.49459014	0.05965549	0.01261027
s _b	0.112	Reset all	Calculate	

Source : SPSS data processing results , 2024

Findings analysis online Sobel test calculation as shown in table 4.20 shows mark Sobel statistic is 2.487 and pvalue is 0.012. The value p of $0.012 < 0.05$ interprets that discipline Work own ability mediate influence training to performance on personnel Mobile Brigade Corps Regional Police South Sulawesi . This matter can interpreted that the more Good training attended by personnel Mobile Brigade Corps Regional Police so will more to discipline Work personnel , so that with discipline high work so will result in performance personnel will the more increased . So that can concluded , that in a way No direct change improvement training impact real on performance personnel through discipline work on personnel Mobile Brigade Corps South Sulawesi Regional Police .

Discussion

1. The Influence of Education on Work Discipline at the South Sulawesi Police Mobile Brigade Corps

According to the findings of the path coefficient analysis, it was found that education has an impact evident in the work discipline of the South Sulawesi Police Mobile Brigade Corps personnel. This is interpreted that the higher the education possessed by personnel through basic education, secondary education and higher education, the level of work discipline of personnel will experience improvement . Research results This is in line with the theory stated by Hasbullah (2017) that education referring to guidance or leadership that is aware given by educators For facilitate growth and development physique and spiritual from fundamental core personality . The findings of this research are relevant to research conducted by Utama Yuga (2013) where the results of the research shows that there is correlation between education level and work discipline. Education is prerequisite main for individual For enter the world of work . Good education through formal or non-formal

education provides individual with knowledge and skills which in turn allow they placed in accordance with his abilities .

2. The Influence of Training on Work Discipline at the South Sulawesi Police Mobile Brigade Corps

According to findings path coefficient analysis then found b that the training has an impact evident in the work discipline of personnel at the South Sulawesi Police Mobile Brigade Corps. This can be interpreted that the more frequent the training related to work activities, the higher the work discipline of personnel at the South Sulawesi Police Mobile Brigade Corps. This is in line with the theory stated by Rachmawati (2018) explaining that: Training is a receptacle for individual For to obtain or develop attitudes and aspects procedural in give knowledge and skills certain , so that can increase competence and ability they in carry out task in a way effective . This is show that training personnel is procedure systematic For give knowledge , skills and attitudes certain to individual , so that can increase competence , ability and discipline they in carry out his job in a way effective . Research results This in harmony with research conducted by Sulaefi (2017) found that training impact real on discipline work . The importance of training This lies in its role as means For to build and build personnel , at the same time increase skills they For grow discipline Work .

3. The Influence of Education on Personnel Performance at the South Sulawesi Police Mobile Brigade Corps

The results of the path coefficient analysis found that education had a real impact on the performance of South Sulawesi Police Mobile Brigade personnel. This indicates that with the education that personnel have, it will have an impact on increasing the performance of South Sulawesi Police Mobile Brigade personnel. This is in line with the theory stated by Handoko (2012:126) who states that formal education is asset important Because equip individual with the necessary and enabling skills they For proceed in a way efficient in profession chosen . Thus, the high and low performance of personnel is influenced by education. The findings of the study on the education variable that provides the highest contribution to improving personnel performance at the South Sulawesi Police Mobile Brigade Corps are that formal education helps personnel to improve their ability to work together with other personnel, where the education that personnel have will provide knowledge and expertise that will affect the improvement of the quality of good work results on personnel performance. The results of research conducted at the South Sulawesi Police Mobile Brigade Corps showed that education plays a very important role in personnel performance at the South Sulawesi Police Mobile Brigade Corps. The findings of this research are in line with research conducted by Prasetyo and Nurnida (2017) which showed that the results of the education variable had a real impact on performance. Education is a systematic process For to obtain relevant knowledge and skills with environment social a person and help with inheritance traditions , culture and institutions social from One generation to generation next .

4. The Influence of Training on Personnel Performance at the South Sulawesi Police Mobile Brigade Corps

The results of the path coefficient analysis obtained research findings that training has a real impact on personnel performance at the South Sulawesi Police Mobile Brigade Corps. This can be interpreted that the more frequent training is carried out, the more it will affect the increase in personnel performance at the South Sulawesi Police Mobile Brigade Corps. This is in line with the theory stated by Hasibuan (2001) which explains that training is a purposeful endeavor For improve and develop attitudes , behavior , abilities , and knowledge employees to be in harmony with need special the relevant agency . The findings of the study on the training variable that provides the highest contribution to improving personnel performance at the South Sulawesi Police Mobile Brigade Corps is that trainers always carry out evaluations after the training activities are completed. This shows that evaluations need to be carried out in order to assess personnel's understanding in following the training materials provided. Therefore, the South Sulawesi Police Mobile Brigade Corps shows that they are always required to have a training program for increase skills as well as ability technical as well as managerial in do duties and obligations within a institution . The results of this research are relevant to research conducted by Annisa Intan Prasetyo & Ida Nurnida (2017) research results that training has a real impact on performance.

5. The Influence of Work Discipline on Personnel Performance at the South Sulawesi Regional Police Mobile Brigade Corps

According to the findings of the path coefficient analysis, it was found that work discipline has a real impact on personnel performance at the South Sulawesi Police Mobile Brigade Corps. This shows that the high level of personnel work discipline will have an impact on improving personnel performance at the South Sulawesi Police Mobile Brigade Corps. This is in line with the idea stated by Sutrisno (2019) that discipline is practice managerial purpose For apply norms and organizational processes . In management source Power human , discipline is function essential operations Because correlated direct with level performance work obtained individual . Absence discipline man will give challenge for institution in reach results optimal work . The results of

this research are in line with research conducted by Reza Maulana Harahap, Zulkifli M, Efendi Siregar and Mulya Rafika (2022), Rezky Nugraha (2019), and Dinda Oktafiani, and Adity Wardhana (2018) each showing the results of research on work discipline having a real impact on personnel performance.

6. The Influence of Education on Personnel Performance Through Work Discipline at the South Sulawesi Regional Police Mobile Brigade Corps

According to the findings of the Sobel test, it was found that education has a real impact on personnel performance through work discipline in personnel of the South Sulawesi Police Mobile Brigade Corps. This indicates that the higher the education of personnel, the higher the level of work discipline of personnel, with high personnel discipline, it will have an impact on increasing personnel performance at the South Sulawesi Police Mobile Brigade Corps. Education is need important and sustainable for all individual , regardless from location or condition they . Education has role important in life individual and not can released from essence life , good in environment family and also nation and state . Regulation Legislation Sisdiknas No. 20 (2003) defines indicator level education as achievement education and suitability chosen major . The level of education is a phase education certain specified in accordance with development cognitive students , expected goals achieved , and the abilities acquired . Through Discipline is function operational the sixth important thing in management sdm , because relate direct with level performance that can achieved . Without existence discipline Work strong personnel , institutions face challenge in reach results optimal work .

7. The Influence of Training on Personnel Performance Through Work Discipline at the South Sulawesi Police Mobile Brigade Corps

The results of the Sobel test are then obtained findings that training impact real on performance personnel through discipline work on personnel . Or it can be stated that work discipline can mediate the influence of training on personnel performance at the South Sulawesi Police Mobile Brigade Corps. This can be interpreted that the more often the South Sulawesi Police provide training for its personnel, the higher the level of personnel work discipline, thus having an impact on increasing personnel performance at the South Sulawesi Police Mobile Brigade Corps. Research results This in harmony with the theory put forward by Sutrisno (2019) that training This designed For increase knowledge work and skills in operate instrument Work with true . According to Rachmawati (2018) stated that training as a controlled environment in which individuals to obtain attitudes and learning the teaching process knowledge and skills certain . This is allow personnel For increase ability and implement not quite enough the answer in a way more effective , appropriate with specified criteria . Method activity training sometimes given after individual placed and assigned based on their respective fields . Through practice managerial aimed at For apply norms and regulations organization . In management human resources , discipline is function important operations Because in a way direct correlated with level performance work achieved .

5. Conclusion

a. Conclusion

From the findings and analysis that have been discussed, the conclusion in this study regarding the influence of education on work discipline, it was found that education has a real impact on the work discipline of personnel of the South Sulawesi Police Mobile Brigade Corps. The influence of training on work discipline, it was found that training has a real impact on the work discipline of personnel of the South Sulawesi Police Mobile Brigade Corps. The influence of education on personnel performance, it was found that education has a real impact on the performance of personnel of the South Sulawesi Police Mobile Brigade Corps. The influence of training on personnel performance, it was found that training has a real impact on the performance of personnel of the South Sulawesi Police Mobile Brigade Corps. The influence of work discipline on personnel performance, it was found that work discipline has a real impact on the performance of personnel of the South Sulawesi Police Mobile Brigade Corps. The results of the *Sobel test* on the influence of education on personnel performance through work discipline, it can be stated that work discipline has the ability to mediate the influence of education on personnel performance at the South Sulawesi Police Mobile Brigade Corps. The findings of the *Sobel test* on the influence of training on personnel performance through work discipline, it was found that work discipline can mediate the influence of training on personnel performance at the South Sulawesi Police Mobile Brigade Corps.

b. Suggestions

From the findings and conclusions of the research, the researcher recommends that in order to further improve the work discipline of personnel, the South Sulawesi Regional Police should always ensure that... every personnel in a way consistent given chance For follow more education high . It is advisable to frequently hold seminars or workshops related to the field of work, this can help personnel to increase their insight related

to the work they are engaged in. It is recommended that in organizing trainings, trainers or instructors can deliver the material effectively, so that personnel can easily understand it. It is advisable in organizing trainings, so that the training time should not be too long so that personnel do not feel bored in participating in the training. In practice, it is expected that the South Sulawesi Police Mobile Brigade Corps will continue to pay attention to Education, Training, Work Discipline and performance of each personnel.

Saying Thank You

First of all researcher to climb praise I'm grateful the presence of Allah SWT. because on overflow His grace and mercy are so work write This can completed in accordance with specified time . Speech accept love to lecturer supervisor and examiner on willingness time For give directions to direction refinement work write this , and family beloved who has become motivation for researcher For finish studies this . Hopefully work write This beneficial for reader specifically for personal researcher in development knowledge .

BIBLIOGRAPHY

- Arikunto, S. (2016). *Research Procedures: A Practical Approach*. Jakarta: Rineka Cipta.
- Andrew E. Sikula. (2019). *Workforce Training and Development*. Jakarta: Pustaka Binaman
- AA Anwar Prabu Mangkunegara. (2005). *Corporate Human Resource Management*, Bandung: Rosdakarya Youth.
- AA Anwar Prabu Mangkunegara. (2017). *Human Resources Management of the Company*. Bandung: PT . Remaja Rosdakarya
- Agus Wibowo. (2013). *Character Education in Higher Education*. Yogyakarta: Pustaka Pelajar
- Budi, Setiawan and Waridin. (2006). *The Influence of Employee Work Discipline and Organizational Culture on Performance in the Radiology Division of Dr. Kariadi Hospital*, Semarang: JRBI. Vol 2. No 2. Pages: 181-198
- Donni Junni Priansa (2014). *Human Resource Planning & Development*, Bandung Publisher: Alfabeta
- Edy Sutrisno, (2019). *Human Resource Management*. Eleventh printing. Prananda Media Group, Jakarta.
- Erni Tris Kurniawan, Sule and Saefullah, (2005). *Introduction to Management*, Jakarta. Prenada Media Jakarta
- Ghozali, Imam. (2013). *Multivariate Analysis Application with IBM SPSS 21 Update PLS Regression Program*. Semarang: Diponegoro University Publishing Agency
- Hartatik, Puji, Indah, (2018). *Human Resources*, Yogyakarta: Laksana
- Hasibuan, Malayu. (2016). *Human Resource Management*. Jakarta: Bumi Aksara Publisher.
- Hasibuan, Malayu SP (2019). *Management: Basics, Definitions, and Problems*. Jakarta: Bumi Aksara.
- Heidjrachman, Suad Husnan. (2019). *Personnel Management*. BPFE UGM Yogyakarta.
- Jonathan Sarwono. (2007). *Path Analysis for Business Research with SPSS*. Yogyakarta: Andi Offset.
- Kadarisman, M. (2013). *Human Resource Development Management*. Depok: Raja Grafindo Persada.
- Krismiati. (2017). *Human Resource Development in Improving the Quality of Education at Sd Negeri Inpres Angkasa Biak*. Jurnal Officer, 3(1), 44.
- Mangkunegara. (2011). *Corporate Resource Management*. PT. Rosdakarya Youth. Bandung
- Marwansyah. (2019). *Human Resource Management (2nd ed.)*. Alfabet
- Nawawi, Ismail. (2013). *Organizational culture, leadership and performance*. Jakarta: PT.
- Noor, Juliansyah. (2014). *Research Methodology*. Jakarta: Kencana Prenada Media Group
- Regulation of the Republic of Indonesia National Police Number 2 of 2003 Concerning Disciplinary Regulations for Members of the Republic of Indonesia National Police
- Regulation of the Republic of Indonesia National Police Number 7 of 2022 Concerning the Code of Professional Ethics and the Commission of the Code of Ethics of the Republic of Indonesia National Police
- Priansa, (2016). *Human Resource Planning and Development*. Publisher: Alfabeta Bandung.
- Robbins, P. Stephen. (2006). *Organizational Behavior*. Tenth Edition. Translated by: Drs. Benyamin Molan. Erlangga, Jakarta.
- Sudarmanto. (2015). *Performance and Development of Human Resource Competencies*, third edition. Yogyakarta: Pustaka Pelajar.
- Sugiyono. (2016). *Quantitative, Qualitative and R&D Research Methods*. Bandung: PT Alfabet.
- Sugiyono. (2014). *Statistics for Research*. Bandung: Alfabeta Publisher. In Accounting Journal.
- Suswardji, E., Hasbullah, R., Albatross, E. (2012). *The Relationship between Competence and Work Discipline on the Performance of Educational Personnel at Singaperbangsa University, Karawang*. Journal of Management. Volume 10. No 1. Pages 955-979.
- Law of the Republic of Indonesia Number 2 of 2002 concerning the National Police of the Republic of Indonesia

- Veithzal Rivai. (2014). Human Resource Management for Companies, 6th Edition, PT. Raja Grafindo Persada, Depok, 16956.
- Werner, J.M. & DeSimone, R.L. (2011). *Human Resource Development. Sixth Edition. South Western: Nelson Education Ltd* .