

Work Life Balance and Self Control with the Performance of Police Investigators at the Central Kalimantan Regional Police

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ABSTRACT

When police work over a given time period is compared to different options, such as predetermined and mutually agreed-upon standards, targets, or criteria, the outcome is police performance. The performance of the National Police in enforcing the law in Indonesia still needs to be improved or improved. Based on E-Investigation Management in 2024, the total crime trend cases in 2024 reached 4,436 cases, with theft still being the most frequently occurring type of crime. The lack of work life balance and self-control could trigger the low performance of the National Police in several previous studies. Researchers researched 148 subjects, based on the results of analysis with Kendall Tau B, it showed that there was a very significant relationship between the work-life balance variable and performance. This means there is a significant positive relationship between work-life balance and the performance of investigators at the Central Kalimantan Regional Police. Then, self-control and performance showed that there was a very significant relationship between self-control and performance. This means that there is a very significant positive relationship between self-control and the performance of investigators at the Central Kalimantan Regional Police.

INTRODUCTION

In Indonesia, law enforcement is entrusted to the Indonesian National Police, as one of the vital law enforcement institutions in Indonesia and based on Law Number 2 of 2002 Article 13 concerning the Indonesian National Police, the main function of the Indonesian National Police is to enforce the law and provide protection and services to the community. Weaknesses in law enforcement reflect the still low quality of police services Indriyanti (2017). Especially according to Davies et al. (2014) when the Indonesian National Police failed to handle cases or the high number of cases and the slow judicial process. The performance of the Indonesian National Police in enforcing the law in Indonesia still needs to be improved or fixed, one of which is reflected in what was conveyed.

The National Criminal Information Center (Pusinknas) of the Indonesian National Police recorded fluctuations in crime statistics in Indonesia in the period 2019-2023, which illustrated a 40% increase in the number of criminal acts. Although in 2022 there was a decrease in cases compared to 2021, in 2023, it again showed an increase of 23%. Even based on E-Investigation Management in 2024, the total cases of crime trends in 2024 reached 4,436 cases, with theft still being the most common type of crime. Not to mention according to Aditya (2022) the involvement of investigators in the engineering of cases examined in connection with the murder of Brigadier J. A total of 97 investigators, 35 of whom were suspected of violating the Police code of ethics and of the 35 people, 18 were detained in special placement, causing the level of public trust in the Police institution to drop, from 66.7% to 54.2%. The number of criminal cases that occur in the country according to Waters and Ussery (2007) illustrates how difficult it is for Police Investigators in Indonesia to carry out complex and stressful tasks and responsibilities, because according to Wasono (2004) the function of investigators tends more towards repressive actions against the eradication of crime itself. On the other hand, according to Indriyanti (2017), the increasing complexity of criminal cases has also become a phenomenon that affects the performance of Polri investigators, so that investigators must be able to face various challenges, ranging from corruption cases to drug crimes, which require expertise and in-depth knowledge in the field of criminal investigation.

Even according to Mardianis (2015) investigators must be able to manage stress and pressure well, and maintain integrity and professionalism in every step of the investigation carried out. changes in regulations and legal policies can also affect the performance of Polri investigators, so that the pressure of a high workload on investigators can have an impact on the investigators themselves and on the community who are dealing with the law, either as witnesses or suspects. Brunger et al (2015) investigators have the responsibility to conduct investigations, therefore collecting evidence, and in-depth analysis of complex criminal cases. Investigators must also ensure that the investigation process is carried out with integrity and compliance with the law, by facing pressure to resolve cases quickly and accurately. This is where according to Dahriani (2007) investigators' working hours are often long and irregular, especially when they have to handle cases that require special attention and urgent resolution, requiring investigators to be called at any time, including outside normal

working hours, to handle emergency situations or other important cases. As a result, investigators are very likely to experience physical and mental fatigue due to high workloads and constant time pressure so that according to Chan and Andersen (2021) investigators also often have to be involved in high-risk cases and face potential physical threats when conducting investigations or arresting suspects. These risks include confrontation with armed criminals, arresting dangerous suspects, or being involved in special operations that involve high risks. In fact, according to Witono (2022) investigators are often required to be transparent and accountable in law enforcement, but in fact there are still many complaints or complaints regarding the services provided by the Police as law enforcers. Public complaints against investigators such as slow case handling, unprofessional behavior such as abuse of power or case manipulation, discrimination, unequal treatment of suspects, and lack of transparency in the investigation process, Setyabudi (2023). Based on Batilmurik's research (2020), it shows that the performance of law enforcement by the Criminal Investigation Division at the NTT Regional Police tends to be poor with a Governance Index score of 5.008, far below the national average. According to Milkha et al. (2020), the quality of service in the Ditreskrim Polda Central Kalimantan service room is still considered suboptimal, especially in handling evidence of illegal logging.

LITERATURE REVIEW

Performance

The outcomes of an employee's work throughout a specific time period are compared to a variety of options, including as predetermined and jointly agreed-upon goals, targets, or criteria, according to Soeprihanto (1996).

According to Hersey and Blanchard (1993) performance is a function of motivation and ability. To complete a task or job a person must have a certain degree of willingness and level of ability, a person's willingness and skills are not effective enough to do something without a clear understanding of what will be done and how to do it, performance refers to the level of success in carrying out tasks and the ability to achieve predetermined goals.

According to Soeprahinto (1996), there are several aspects of performance, namely quality of work, quantity of work, ability to work alone, understanding and recognition of work and ability to solve problems.

H1: Is there a positive relationship between work life balance and self-control with the performance of police investigators at the Central Kalimantan Regional Police?

Work Life Balance

According to Fisher (2002), work life balance is defined as a multidimensional construct which includes the use of time, energy, goal achievement, and tension in work and personal life.

According to Cieri, Holmes, Abot and Pettit (2002) work life balance (WLB) as a balance between work or responsibilities at work and at home. Kalliath and Brough (2008) who stated work life balance as an individual's perception where

activities in work and non-work life can run together and encourage personal growth according to the individual's life priorities.

According to Fisher et al (2019), namely Work Interference with Personal Life (WIPL), Personal Life Interference with Work (PLIW), Personal Life Enhancement of Work (PLEW), Work Enhancement of Personal Life (WEPL).

H2: Is there a positive relationship between work life balance and the performance of police investigators at the Central Kalimantan Regional Police?

Self-Control

Self-control, according to Calhoun and Acocella (1995), is the ability to regulate one's own behavioral, psychological, and physical processes – that is, a person's self-shaping processes.

According to Chaplin (2015), self-control is the ability to guide one's own behavior, as well as the ability to suppress or inhibit impulsive impulses or behavior. According to Singgih (2002), self-control is a person's ability to regulate their own behavior or behavior when faced with severe disturbances or temptations or environmental pressures. According to Anshari (1996), self-control is the ability to suppress or prevent behavior that is according to the heart or according to one's will.

According to Chalhoun and Acocella (1995), namely the ability to control behavior, the ability to control stimuli, the ability to anticipate an event or occurrence, the ability to interpret an event or occurrence, the ability to make decisions.

H3: Is there a positive relationship between self-control and the performance of police investigators at the Central Kalimantan Regional Police?

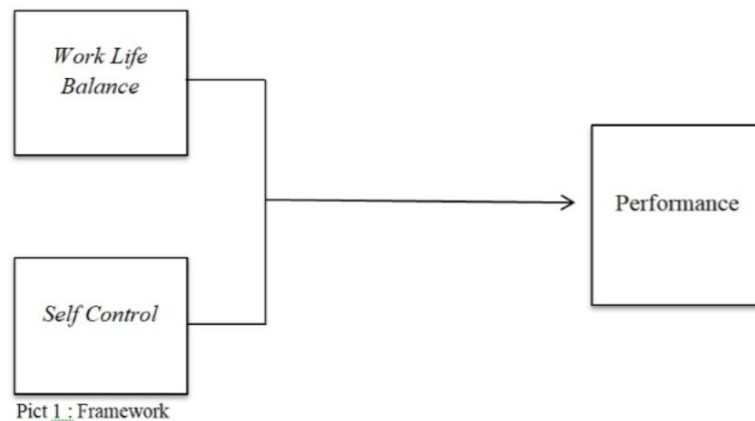


Figure 1. Conceptual Framework

METHODOLOGY

In order to determine the degree to which changes in one element are connected to changes in one or more other factors, this study employs a correlational research design, which uses the correlation coefficient (Suryabrata, 2002). The approach to this research is quantitative, namely research by obtaining data in the form of numbers or qualitative data that is numeric (Elvera, et al., 2021). The analysis technique in this study uses a path analysis model mediation analysis using jasp, namely, an analysis technique that allows testing a series of relationships simultaneously.

RESEARCH RESULT

The normality test in this study used the One-Sample Kolmogorov-Smirnov Test with the help of the SPSS for Windows series 24 program. The results of the normality test showed the Kolmogorov-Smirnov Z statistical coefficient = 0.123 at $p = 0.000$ ($p < 0.05$) which means that the data distribution is not normally distributed. The normality test that has been carried out by the author can be explained in table 1. The results of the linearity test on work life balance and performance are non-linear with $p = 0.000 < 0.05$ while self-control with performance is linearly related with $p = 0.902 < 0.05$. The table of linearity test results can be seen in table 2. The results of the multicollinearity analysis show that the work life balance and self-control variables obtain a tolerance value = 0.236 (> 0.10) and a VIF score = 4.245 (< 10.00) which can be interpreted if there is no intercorrelation between the work life balance and self-control variables in the data of this study. The conclusion table of the results of the multicollinearity test analysis can be seen in table 3. The results of the heteroscedasticity test in this study concluded that there were no symptoms of heteroscedasticity with a significance value of more than 0.05. Data analysis to test the research hypothesis, which initially used Regression Analysis, switched to using the Non-Parametric Kendall Tau B analysis because one of the Performance variable data was not normally distributed. The results of the analysis with Kendall Tau B showed a correlation coefficient of $\tau = 0.728$ at $p = 0.000$ ($p < 0.01$) between the work-life balance variable and Performance, so it can be concluded that there is a very significant relationship between work-life balance and Performance. So the research hypothesis that reads "work-life balance is correlated with Performance" can be accepted or proven. The Kendall Tau B analysis also shows a correlation coefficient of $\tau = 0.672$ at $p = 0.000$ ($p < 0.01$) between the self-control variable and Performance, so it can be concluded that there is a very significant relationship between self-control and Performance. Therefore, the research hypothesis that states "self-control is correlated with performance". Descriptive analysis shows the hypothetical mean performance score = 90 and the empirical mean performance = 126.61 (MH < ME), so the level of performance in investigators is high. The hypothetical mean work life balance = 111 and the empirical mean work life balance = 153.72 (MH < ME), informing that the work life balance in investigators is high. The hypothetical mean self-control = 108 and the empirical mean self-control = 151.83 (MH < ME), indicating that self-control in investigators is high.

DISCUSSION

This study shows that work life balance and self control have a significant relationship with performance, meaning that the first hypothesis is accepted. So that work life balance and self control are factors that can affect performance. So, if the investigation team does not want to experience a decline in performance, they must be able to carry out work life balance and self control.

Work life balance refers to the extent to which an individual is involved and satisfied in the role between personal life and work life, without causing conflict between the two (Ula & Widayarsi, 2019). Work life balance is often associated with the balance of individual time and effort allocation between work

and personal activities, which aims to maintain harmony in life as a whole (Clarke et al., 2004).

In addition to work life balance according to Greenhaus et al. (2003) work life balance can cause high levels of stress, reduce work effectiveness and reduce quality of life. Therefore, according to Susilawati (2015) investigators who operate in a stressful environment can have an impact on the investigator's ability to maintain self control and optimal performance. In addition, investigators who are often faced with emotional situations also need to maintain empathy and emotional control so that their work-life balance is achieved and encourage the creation of a prosperous work environment that makes investigators' performance optimal. According to Moore, et al. (2021), investigators who often face high-pressure situations that require them to stay focused make investigators often faced with emotional situations that require investigators to be able to guide, organize, organize and direct their behavior in a positive direction. The results of the analysis test show that there is a very significant relationship between the work-life balance variable and performance. So the research hypothesis which states "work-life balance has a positive relationship with performance" can be accepted or proven. This means that the higher the level of work-life balance, the higher the performance, and vice versa, the lower the work-life balance, the lower the performance. Thus, the second hypothesis in this study is accepted. Work-life balance is closely related to job satisfaction and retention among investigators, so investigators who feel they have the flexibility to balance work responsibilities with personal needs are likely to remain committed to their roles and organizations so that their performance remains optimal (Nelson and Lyubomirsky, 2015). The imbalance between work life and personal life has a significant negative impact on attitudes and behaviors, which can ultimately affect the performance and effectiveness of the organization (Aslani, 2015).

The results of the analysis test show that there is a very significant relationship between the self-control variable and performance. So the research hypothesis that states "self-control has a positive relationship with performance" can be accepted or proven. This means that the higher the level of self-control, the higher the performance, and vice versa, the lower the self-control, the lower the performance. This means that the third hypothesis in this study is accepted.

Self-control in achieving work-life balance, because self-control plays a key role in managing time and energy between work and other aspects of life. The ability to control oneself in setting priorities and managing demands from various aspects of life can have an impact on a person's performance, including police investigators (Amiruddin & Monil, 2022). Self-control is also identified as a key factor in achieving balance between work and personal life (Worley & Stonnington, 2017).

The results of the study showed that performance was in the high category (41.9%). This shows the reality in the field that most of the investigators at the Central Kalimantan Regional Police who were the subjects of the study have a high level of performance. However, there are still some investigators who have medium and low performance whose performance needs to be improved in

order to provide good services and investigation results so that they can help the community who need assistance from investigators in resolving cases that investigators are facing.

The results of this study also show that work life balance is in the high category (48%). This shows the reality in the field that most of the investigators at the Central Kalimantan Regional Police who were the subjects of the study have a high level of work life balance. However, there are still investigators who have work life balance in the medium and low categories, this is so that it can be a concern for the investigators themselves and the investigators' superiors so that all investigators at the Central Kalimantan Regional Police have a work life balance that is balanced between work and personal life. The results of the study show that self control is in the category.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the study that has been conducted using Non-Parametric Kendall Tau B analysis, it can be concluded as follows:

There is a positive relationship between work life balance and performance at the Central Kalimantan Regional Police. This means that the higher the work life balance, the higher the performance tends to be, conversely the lower the work life balance, the lower the performance. Investigators who have a low work life balance will carry out their work and responsibilities less well so that performance will be low. Based on the results of this study, it appears that investigators at the Central Kalimantan Regional Police have a high work life balance which affects performance.

There is a positive relationship between self-control and performance. This means that the higher the self-control, the higher the performance tends to be. Conversely, the lower the self-control, the lower the performance. With the self-control possessed by investigators, investigators will feel happy and performance will increase.

Based on the results of the study, the performance variable is included in the high category (41.9%). This shows the reality in the field that most of the investigators at the Central Kalimantan Regional Police who were used as research subjects have a high level of performance. However, there are still some investigators who have medium and low performance whose performance needs to be improved in order to provide good services and investigation results so that they can help the community who need assistance from investigators in solving cases that investigators are facing.

Based on the results of the study, the work-life balance variable is in the high category (48%). This shows the reality in the field that most of the investigators at the Central Kalimantan Regional Police who were used as research subjects have a high level of work-life balance. However, there are still investigators who have a work-life balance in the medium and low categories, this is so that it can be a concern for the investigators themselves and the investigators' superiors so that all investigators at the Central Kalimantan Regional Police have a work-life balance that is balanced between work and personal life.

Based on the results of the study, the self-control variable is in the high category (44.6%). This shows the reality in the field that most of the investigators at the Central Kalimantan Regional Police who were used as research subjects have a high level of self-control. However, there are still investigators who have medium and low self-control, this is so that it can be a concern for superiors and investigators themselves in order to improve self-control.

Based on the research results obtained, several suggestions that can be put forward are as follows:

1. For Investigators

It is expected to have good time management between work and personal matters. So that investigators have the ability to compile, guide, organize and direct forms of behavior that can lead to positive consequences, have good motivation, can develop their competencies, have a balance between work and personal life.

2. For agencies

- a. There is a gathering program that is held periodically every semester or year in order to strengthen teamwork and refreshment for Investigators
- b. There is a counseling session for Investigators who have decreased performance in a certain work period
- c. Evaluation of performance assessments and counseling for Investigators who have decreased performance are carried out optimally in order to be able to divide the workload according to the capacity of the Investigator.

ADVANCED RESEARCH

- a. Can conduct socialization about Police Investigator Performance
- b. For other researchers to be able to consider other psychological factors that can affect performance such as burnout, work engagement, which researchers did not examine in this study.

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