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FOREWORD

Thanks to God Almighty for his abundance of grace so that the Proceedings Of Update Comprehensive Nursing Care For Diabetes Mellitus Patients With A Multidisciplinary Approach can be solved well. This Proceeding is a collection of research results that are expected to contribute in improving health status in the community. Research results can be a point of reference for developing other research for the welfare of Indonesian society. This Proceeding contains research papers and is created with the aim of providing knowledge to the general public regarding the latest research and scientific developments so that it is expected to increase knowledge, communication and further motivation for the filing of Intellectual Property Rights.

We would like to thank **Mrs. Selvia David Richard, S.Kep., Ns., M.Kep as Chief of STIKES RS. Baptis Kediri, Libest Asia Consultans, Social Welfare Corporation Prefectual Welfare Society, Asia Kyoei Jigyou Kyodokumiai, Kumiai/AO Japan, Seiyukai Foundation, Rakurakuen Foundation and Southeast Asia Ministers of Education Organization Regional Open Learning Center (SEAMEO SEAMOLEC)** in publishing the proceedings that we have held. We realize that this Proceeding certainly does not escape the deficiencies, for that all suggestions and criticism we expect for the improvement of proceedings in the next issue. Finally we would like to thank all those who have assisted in this activity, and we hope that this proceeding can be useful for researchers, academics and the development of science.

Kediri, 29th November 2019
Committee

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THE INFLUENCE OF INTRINSIC AND EXTRINSIC MOTIVATION AGAINST DISCIPLINE OF POLICE ACADEMY

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ABSTRACT

The Police Academy seeks to shape its graduates to have a mindset and behavior that includes good intellectual abilities, mental attitude, and morals by fostering and training discipline. It is hoped that officers graduating from the Police Academy will be able to carry out field duties properly, professionally as first line supervisors, and be able to provide role models to members and the community where they serve. Discipline is one's awareness and willingness to obey all company regulations and social norms that apply (Malayu Hasibuan, 2003: 193). The need to grow the discipline of cadets through self-awareness to comply with the rules, rules and norms that apply. Self-awareness can arise due to strong motivation from within and from outside the person and the environment. Motivation that comes from the environment, one of the caregivers in charge of carrying out care and coaching of cadets. With this motivation, it is expected that awareness and willingness will arise in the cadets to improve their discipline by complying with all applicable regulations. The purpose of the research conducted is to determine the effect of intrinsic and extrinsic motivation partially and simultaneously on the discipline of the Youth Academy of Police. This research uses a quantitative approach with a survey method. The population in this study was the Police Academy Cadets, totaling 792 people and a sample of 266 people, consisting of 245 cadets and 21 cadets, with an age range of 18-31 years. The number of samples using the Slovin formula and carried out by random sampling techniques, data collection techniques using a questionnaire consisting of 41 items statement, consisting of 12 items for intrinsic motivation variables, 11 items for extrinsic motivation variables, and 18 items for disciplinary variables. Data analysis techniques using the Instrument Test, Classic Assumption Test, Multiple Regression Analysis and Hypothesis Test using the t test and F test and the coefficient of determination. From the research findings and discussion obtained by the multiple linear regression equation $\hat{Y} = 8.618 + 0.287X_1 + 1.117X_2$. Partially, intrinsic motivation affects the level of discipline of cadets who wish to get the best performance in each activity, and receive recognition from caregivers at 3,517. For extrinsic motivation, the fulfillment of facilities that support cadets to achieve and establish harmonious relationships between cadets and caregivers is 13,242. Where intrinsic and extrinsic motivation, it influences discipline by 56.4%, the rest is influenced by other variables outside of this study by 43.6%. So further research is recommended to look for other factors that influence the discipline of cadets such as individual characteristic variables, cohesiveness, transformational leadership, organizational climate, so that it can be explained more fully about other variables outside of intrinsic and extrinsic motivation that influence the discipline.

Keywords: Intrinsic Motivation, Extrinsic and Discipline.

INTRODUCTION

The reformation era in 1998 has brought very significant changes in the life of society, nation and state. These changes also occur on an ongoing basis in the body of the Indonesian National Police, which includes structural, instrumental and cultural reforms. The reforms carried out aim to change and shape the image of a militaristic police force into a more humanist, democratic and professional civilian police. Then it is necessary to make changes to the mindset and behavior patterns of each police officer at all levels. Starting from the highest rank to the lowest, including changes in knowledge, skills and mental attitude and personality. This can be started from educational institutions, one of which is the Police Academy. Its graduate officers are expected to have maturity both intellectually and mentally, and there will be a change in attitude towards behavior in accordance with the goals, hopes and ideals of the reform.

Efforts made by the Police Academy to form a good mental attitude by fostering and training discipline. By implementing binding rules that must be obeyed by all cadets in carrying out education, if violated will get sanctions. Thus cadets will have discipline in implementing education, training to obey and obey the rules. Hasibuan explained that discipline is important and must be enforced in every organization, because without discipline it will be difficult for an organization to be able to achieve its goals (Hasibuan, 2008: 193). To foster discipline requires awareness of each cadet to comply with the orders, rules and norms that is applied. Awareness can arise due to strong motivation both from within and from outside the person, and the environment. Motivation from the environment, one of them is the caregivers, incharge with providing care and guidance to cadets to improve discipline in undergoing education. Research questions asked:

- a. Is there an influence of intrinsic motivation on the discipline of the Police Academy Cadets?
- b. Is there an influence of extrinsic motivation on the discipline of the Police Academy Cadets?
- c. Is there an influence of intrinsic and extrinsic motivation on the discipline of the Police Academy Cadets?

THEORY BASIS

Motivation

Stepen P Robbins (2006: 213) defines motivation as a process that also determines the intensity, direction and perseverance of individuals in an effort to achieve goals. With the right motivation, will do the maximum in carrying out the task. Because with the success of the organization to achieve goals and objectives, the personal interests of members of the organization will be maintained. (Sondang Siagian, 2004: 287).

The Two Factor Theory or often also called the motivation-hygiene theory proposed by Frederick Herzberg, the factors that cause job satisfactions are called motivators or intrinsic factors that originate from the individual himself and the factors that cause job dissatisfactions are called the hygiene factors or extrinsic factors originating from outside the individual. Which includes intrinsic factors which include achievements, recognition, progress and development, responsibilities and challenges. While those included in the extrinsic factor are working conditions, leadership policies, interpersonal relations and supervision (Hasibuan, 2008: 111).

Discipline

Hasibuan (2008: 193) discipline is the awareness and willingness of someone to obey all company regulations and social norms that apply, discipline is the key to

the success of a company in achieving its goals.

Awaloedin Djamin (1995: 223), states that work discipline is an attitude of respect, appreciate, comply and obedience to applicable regulations, both written and unwritten and able to carry it out and not avoid taking sanctions if it violates the duty and the authority given to him. Work discipline is related to motivation and work morale. Work discipline can be developed formally through discipline development exercises, for example in working by respecting time, energy, costs and so on.

RESEARCH METHODOLOGY

This research uses a quantitative approach with a survey method. The population in this study was the Police Academy Cadets, totaling 792 people and a sample of 266 people, consisting of 245 cadets and 21 cadets, with an age range of 18-31 years. The number of samples taken

using the Slovin formula and carried out by random sampling techniques.

Data collection techniques using a questionnaire consisting of 45 items statement. After testing the instruments of 40 respondents, 43 valid and reliable items consisting of 14 items for intrinsic motivation variables, 11 items for extrinsic motivation variables, and 18 items for discipline variables. Data analysis technique using the Instrument Test, Classical Assumption Test, Multiple Regression Analysis and Hypothesis Test using the t test and F test and the coefficient of determination. The calculation uses SPSS version 17.

RESULTS AND DISCUSSION

Multiple Linear Regression Analysis

The results of multiple linear regression analysis are obtained from the results of computerized processing as follows:

Table 1. Model of Multiple Regression Equations

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	8.618	4.247		2.029	.043		
intrinsic motivation	.287	.082	.171	3.517	.001	.694	1.441
Extrinsic motivation	.117	.084	.645	13.242	.000	.694	1.441

a. Dependent Variable: cadets discipline

Based on table 1, obtained the multiple linear regression equation as the following:
 $\hat{Y} = 8.618 + 0.287X_1 + 1.117X_2$

Coefficient of Determination (R²)

Analysis of the coefficient of determination in multiple linear regression is used to determine the percentage

contribution of the influence of independent variables (intrinsic and extrinsic motivation) simultaneously to the dependent variable (discipline).

Table 2. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,753 ^a	,567	,564	5.29323

a. Predictors: (Constant), X2, X1

b. Dependent Variabel: Y

Source: results of primary data processed by researchers

It can be concluded that the Adjusted R Square value of 0.564 or 56.4%, the disciplinevariable can be explained by the two variables namely

intrinsic and extrinsic motivation while the remaining 43.6% is explained by other variables outside the research.

Simultaneous Test (Test F)

F test results obtained from the results of processing and computerization are as follows:

Table 3

ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	9662.613	2	4831.307	172.434	,000 ^a
	Residual	7368.800	263	28.018		
	Total	17031,414	265			

a. Dependent Variable: Y (disciplin)

b. Predictors: (Constant), X2, X1(intrinsic and extrinsic motivation)

Multiple Significance Test Results

In table 3 shows the Sig value of 0,000 where the value is smaller than $\alpha = 0.05$ so there is an influence of intrinsic and extrinsic motivation on the discipline of cadets.

of 0,000 < 0.05 then H_0 is rejected. It is concluded that extrinsic motivation has a significant and positive influence on discipline.

Influence of Intrinsic Motivation on Discipline

Partial Test (t Test)

Based on the data in table 1 can be seen in the column Coefficients variable X1 (intrinsic motivation) there is a sig value of 0.001. The sig value is smaller than the probability value of 0.05 or the value of 0.001 < 0.05 , then H_0 is rejected. It is concluded that intrinsic motivation has a significant and positive influence on discipline.

Extrinsic motivation can be seen in the *Coefficients* variable column X2 there is a Sig value of 0,000, a sig value smaller than a probability value of 0.05 or a value

The intrinsic motivation variable partially has a significant effect on the discipline of the Police Academy Cadets. According to Frederick Herzberg's two-factor theory, one of the factors in increasing motivation is a factor that originates from within an individual (intrinsic) or motivating factor. The motivator factor concerns a person's psychological needs, related to the achievements to be achieved, recognition to be obtained, progress and development, responsibilities and challenges. According to Herzberg the existence of intrinsic motivation will drive a strong level of

motivation and can produce good job performance. Conversely, if these conditions do not exist, it will cause excessive dissatisfaction (Hasibuan, 2008: 157).

From the results of the study it appears that the intrinsic motivation of cadets affects the level of discipline, where cadets always try and learn optimally and comply with all applicable regulations. This is because cadets try to excel in improving the ability and skills to always be the best in every activity, so that they get an award from the leader if they do not commit violations, and strive to always comply with existing regulations. It can be seen from the calculation of the t-value of 3.517 or greater than the t-table value of 1.969, and the probability value of significance of 0.01 or less than the critical value $\alpha = 0.05$ which illustrates that intrinsic motivation is partially positive and significant effect on the discipline of Academic cadets Police.

Influence of Extrinsic Motivation on Discipline

According to the theory of two factors proposed by Herzberg, extrinsic motivation or hygiene factors or maintenance factors, are related to the nature of humans who want to obtain inner peace and health (Hasibuan, 2008: 157). Extrinsic motivation includes working conditions, leadership policy, interpersonal relations, and supervision.

Based on the results of the study it appears that the maintenance factors included in the extrinsic motivational factors of the cadets have all been fulfilled by the institution or leader / caregiver. That is the wisdom of the leader / caregiver who always encourages cadets to achieve the best by complying with existing regulations, and there is a good relationship between caregivers with cadets, and also within cadets themselves. This can be seen from the exemplary leadership / caregivers who provide examples to cadets in their actions and behavior, and are able to provide

motivation to cadets to always comply with existing regulations. Firmness and clear legal sanctions also support the emergence of cadets' motivation to obey and comply with all regulations.

Thus, factors originating from outside individual cadets have been able to generate motivation from cadets to always comply with existing regulations and try not to commit violations. Extrinsic factors can arise from the leadership or caregivers who interact daily with cadets and from policies that have been made by the Police Academy. This is evident from the results of the tcount of 13,242 or greater than the table of 1,696, and the probability value of significance is 0,000 or less than the critical value $\alpha = 0.05$, thus illustrating that extrinsic motivation partially has a positive and significant effect on the discipline of the Police Academy cadets.

Influence of Intrinsic and Extrinsic Motivation on Discipline

Intrinsic and extrinsic motivation influences discipline, this is in accordance with Herzberg's two-factor theory. That motivating factors and hygiene factors affect a person's motivation to do their work. The existence of motivating factors that come from within the individual and hygiene factors that come from outside the individual, will lead to satisfaction in work. Conversely, if both factors are absent, it will lead to dissatisfaction at work.

Hasibuan (2008: 194) that the level of discipline of a person is influenced by several factors, namely the goals and abilities, leadership model, the existence of rewards or rewards, justice, inherent supervision, sanctions, punishment, assertiveness and harmonious interpersonal relationships. These factors are related to individual intrinsic and extrinsic motivation.

Based on the results of this study it appears that intrinsic and extrinsic motivation simultaneously influence the level of discipline of cadets. Compliance and obedience in obeying and obeying the

regulations in the Police Academy are influenced by motivation from within the individual and from outside the individual. Cadets will feel satisfied if they can achieve good pretensions by not violating applicable regulations. The cadets also felt that by becoming a cadet of the Police Academy they had been given a great responsibility that had to be carried out so that every act carried out had to always strive to achieve the best performance, one of which was by complying with applicable regulations.

Thus it can be said that the existence of factors from within the cadets' individuals and from outside individual cadets has caused motivation within the cadets to always obey the rules. Or in other words, these two factors affect the discipline of the Police Academy Cadets. This can be seen from the results of the calculated F value of 172.434 or greater than the F value of 3.00, and the significance value of the significance of 0.000 or smaller than the critical value $\alpha = 0.05$, thus illustrating that simultaneous intrinsic and extrinsic motivation have positive and very significant to the discipline of the Police Academy Cadets.

CONCLUSIONS AND SUGGESTIONS

Conclusions

The discipline variable is partially influenced by intrinsic motivation of 3,517 and extrinsic motivation of 13,242 with a critical value $\alpha = 0.05$ dan Simultaneously, intrinsic and extrinsic motivation influenced discipline spirit by 172,434, with a significance probability value of 0,000 and $\alpha = 0.05$.

Suggestions

It is recommended that further research to be carried out to look for other factors that influence the discipline of cadets such as individual characteristic variables, cohesiveness, organizational climate, so that it can be explained more fully about other variables beyond intrinsic

and extrinsic motivations that affect the discipline.

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