Apparatus Performance Structural Equation Modeling of The National Narcotics Agency in Preventing Illegal Circulation of Narcotics in Aceh Province

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ABSTRACT

This study aims to determine apparatus performance model variables of job satisfaction and the impact on the personal performance of the National Narcotics Agency Aceh Province. The data was used by distributing questionnaires to 177 private National Narcotics Agency Aceh Province respondents. The statistical analysis used structural equation modeling (SEM) to analyze the data and process it with the help of the application Amos. The variables of the apparatus performance model measured include transformational leadership, organization culture, and Intrinsic Motivation effect toward job satisfaction. Then, statistical test analysis is job satisfaction's effect on Personal Performance of National Narcotics Agency Aceh Province. The result transformational leadership variable effect dominand variable to job satisfaction Apparatus of National Narcotics Agency Aceh Province.

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

INTRODUCTION

Narcotics problems faced by the community today need to get the government's attention; one of the legal apparatus responsible for drug problems under the supervision of the Aceh Province National Narcotics Agency, carries out surveillance and prevention activities for the Acehnese people not to commit narcotics crimes has always been a priority for the Aceh Province National Narcotics Agency. The National Narcotics Agency of Aceh Province requires reliable human resources; quality education is needed, various social facilities, and adequate employment opportunities in community service. Produce optimal performance and job satisfaction to achieve the goals of an institution (Atmojo, 2012). Security organizations and institutions such as the Aceh Province National Narcotics Agency were established to achieve specific goals that can only be carried out using cooperation between Aceh Province National Narcotics Agency personnel and stakeholders; these institutions become very decisive for Aceh Province National Narcotics Agency personnel in working for their lives, both for himself and his family (Pujiwati & Susanty, 2015). The success of an institution of the National Narcotics Agency of Aceh Province is strongly influenced by the transformational organization culture, intrinsic motivation, and the characteristics of their work; every organization or government agency always tries to improve personnel performance with the hope that the organizational goals will be achieved according to the organization's vision and mission. An institution will take various ways to improve the performance and job satisfaction of the apparatus in the organization for its employees (Mathis, 2018), for example, through education, training, creating a conducive work environment, quality and quantity of work, and loyalty and integrity (Jakfar, 2014). The Aceh Province National Narcotics Agency has organizational resources that are very important for the organization's survival. To achieve the goals set at the Aceh Province National Narcotics Agency, human resources are the principal capital of the organization; the resources in question are financial, time, and human power. Study of analysis (Sacchetti &

Tortia, 2013), human resources, there is no need to question it because it is the principal capital of the organization because it is the strength of management in carrying out its main tasks and functions at the institution of the National Narcotics Agency of Aceh Province.

LITERATURE REVIEW

Theory of Transformational Leadership

Transformational leadership is about the leaders' effect on their followers. The latter feel trust, admiration, loyalty, and respect toward the former and are motivated to do more than they were initially expected to do (Belias & Koustelios, 2014). In addition, Bass (1998) identified four transformational leadership behaviors that represent four essential components of transformational leadership: 1) Idealized influence (charisma): This behavior arouses strong emotions from followers and identification with and emulation of the leader, as the latter acts as a robust role model. Additionally, followers display very high moral standards and conduct themselves ethically, so they are counted on to do the right thing. 2) Individualized consideration: This behavior includes the provision of support, encouragement, coaching, delegation, advice, and feedback for use in the followers' personal development. 3) Intellectual stimulation: This behavior increases awareness of problems and influences followers to view problems from a new point of view. Therefore, they are stimulated to be creative and innovative and challenge their own and their leaders' beliefs and values, as well as those of the organization itself. Furthermore, they are encouraged to take intellectual risks and question assumptions. 4) Inspirational motivation: This behavior includes developing and communicating an appealing vision, using symbols and images to focus the efforts of subordinates, and modeling behaviors that are deemed appropriate. A study by (Robbins & Couter, 2016) defines leadership as the ability to influence a group to achieve a vision or set of goals. (John C. Maxwell, 2015) In addition to influence, leadership is also defined as a group of processes, personality, fulfillment, specific behavior, persuasion, authority, goal achievement, interaction, role differences, initiation of structure, and a combination of two or more of certain things (Marbawi, Biby, Matriadi, Nasir, & Suwira, 2021).

Theory of Organization Culture

Robbins (2015) defines organizational culture as "a system of shared meanings embraced by members which distinguish the organization from others." Furthermore, Muda and Dharsuky (2015), Nurzaimah et al. (2016), and Lubis et al. (2016) point out that corporate culture or management culture, also known as work culture, are dominant values widely spread within the organization as the employee's work philosophy, (Siahaan, 2017). Schein (2015,) in his study "Organizational Culture and Leadership," which is widely used as a reference for writing about organizational culture, defines more broadly that culture is: "A pattern of the shared basic assumption that the group learner as it solved its problems of external adaptation and internal integration, that has worked well enough to be considered valid and therefore, to be taught to new members as the correct way to perceive, think and feel about these problems" (Hofstede, 1980).

Theory of Intrinsic Motivation

According to (Jakfar, 2014), work motivation is a psychological power determining the direction, level of business, and perseverance of someone. Each worker has different motivations or stimuli to be willing to work well to meet his needs. Intrinsic motivation (Fischer, Malycha, & Schafmann, 2019) Motivation factors (Motivation factors) are related to psychological needs; these needs include a series of intrinsic conditions, job satisfaction (job content), which is contained in work will move a strong level of motivation, which can result in good job performance, this motivational factor is related to rewards and to the person who is directly related to work, this factor is called satisfiers (Robbins & Couter, 2016).

Theory of Job Satisfaction

Job satisfaction is a crucial factor for the function of an organization, and it is likely to be affected by the organization's internal culture and leadership. Job satisfaction generally refers to a pleasant or positive emotional condition derived from an employee's appreciation for their occupation or work experience (Belias & Koustelios, 2014). Kennerly (1989) supported that organizational behaviors, like warmth among employees, mutual trust, respect, and

rapport between employees and superiors, can be significant predicting factors of the job satisfaction experienced by employees. Moreover, Billingsley and Cross (1992) concluded that leadership support, work involvement, and low role conflict could predict job commitment, satisfaction, and unwillingness to quit. Hence, it is a common belief that the relation between job satisfaction, leadership behaviors, and organizational culture is reciprocal and widely studied. (Marbawi, Biby, et al., 2021) there is a study (Luthans, 2015) that job satisfaction is individual; each individual has a different level of satisfaction according to the value system that applies to him, and the higher the assessment of activities based on personal desires, the higher the satisfaction with that satisfaction, thus satisfaction is an evaluation that describes someone for feeling happy or unhappy, satisfied or dissatisfied in his work job satisfaction, (Hira & Waqas, 2012).

Theory of Performance

According to (Jakfar, 2014), employee performance is an output produced by an employee from work assigned to him in a certain period. Performance is the result of work achieved by employees or organizations with criteria that apply within a certain period, meaning that if the activities of a person or organization achieve results according to applicable standards, it can be said to be performing well. Vice versa means performing poorly (Mathis, 2018). To find out the performance of an employee in the organization, it is necessary to conduct an assessment; an effective performance appraisal system will provide helpful information for the organization, especially in making decisions regarding the work of employees and job satisfaction (Rehman, 2009).

Conceptual Framework

The conceptual framework of thinking is the rationale of research synthesized from facts, observations, and research studies. The framework includes theories, propositions, or concepts that will be the basis of research. In this study by (Nasir, Marbawi, & Qamarius, 2021), The relationship between the variables used in this study can be seen in Figure 1 below :
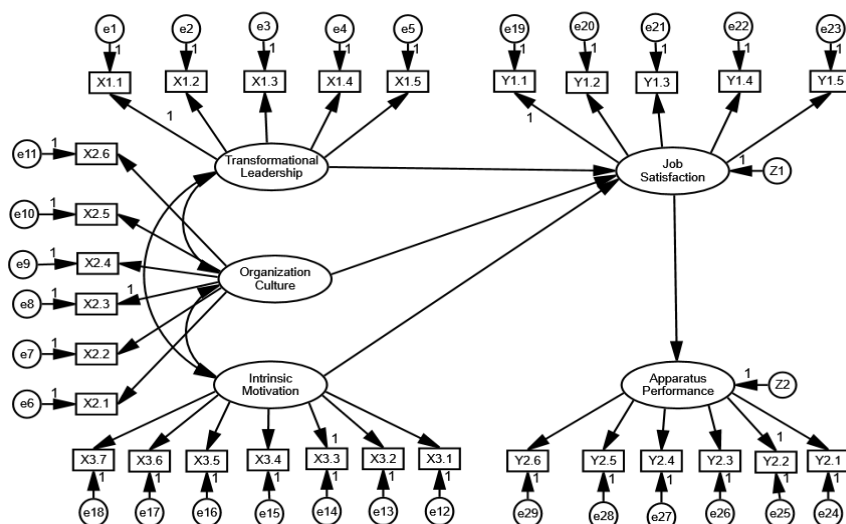
Figure 1 Conceptual framework
Sources: Nasir (2021), Atmojo, M. (2012), Siahaan (2017), Luthans (2015)

RESEARCH HYPOTHESIS

The hypothesis is (Marbawi, 2020) an idea to $H_1 =$ look for facts that must be collected. The view is a quick question or the most probable allegation that still needs to be sought. Based on the above framework and research conducted $H_2 =$ by several previous researchers, a hypothesis can be prepared as follows :

There is an influence of transformational leadership style on job satisfaction on Apparatus of National Narcotics Agency Aceh Province.

There is an influence of organizational culture on job satisfaction on Apparatus of National

Narcotics Agency Aceh Province.
H₃ =   There is an influence of intrinsic motivation on job satisfaction on Apparatus of National Narcotics Agency Aceh Province.
H₄ =   There is an influence of job satisfaction on apparatus performance of National Narcotics Agency Aceh Province.

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

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

Population and Sample
In this study (Musriha, 2013), the sampling technique is done by stratified random sampling method; this sample withdrawal technique is done because the population in this study hetrogen with a target sample number of 184 respondents (23 indicators x 8 observations) according to the requirements of the SEM model (Ferdinand, 2014) in this study sample analyzed only 177 respondents because seven respondents did not return the questionnaire or damaged at the National Narcotics Agency District / City in Aceh Province.

The technique of Data Collection

This study uses primary data from questionnaires to respondents. Respondents will respond in writing to statements given to the variable analysis (Bhattacherjee, 2012) of the National Narcotics Agency District / City in Aceh Province.

The technique of Data Analysis
In this case (Baron & Kenny, 1986), inferential statistics are a method related to the sample analysis for concluding population characteristics. After collecting data and information in the field, then managing the data and information research (Atmojo, 2012). The authors use the method of the Structural Equation Model (SEM) in the model and hypothesis testing; SEM or structural equation models are a set of statistical techniques that allow testing a series of close relationships complicated cumulatively (Ferdinad, 2014). In this study, two types of analytical methods are used, namely:

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

RESULT AND DISCUSSION
Confirmation factor analysis of exogenous construction factors can be concluded that the value of loading factor indicators of transformational leadership, organization culture, and intrinsic motivation of loading element> 0.60 so that all hands are by the Confirmation factor analysis model; for more details can be seen in Figure 2 below :
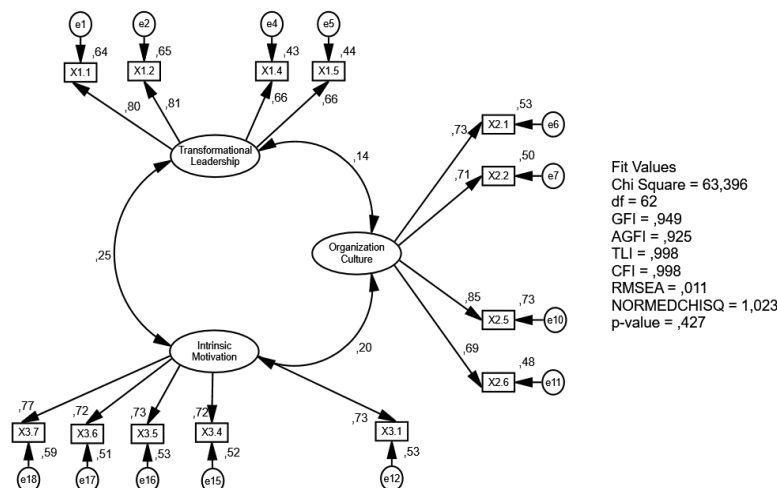

Figure 2. Confirmatory factor analysis exogenous construct

Confirmation analysis of endogenous construct factors can be concluded that the loading factor value of the work market indicator and the performance of the apparatus of all loading factors > 0.60 so that the hand is by the requirements of the factor confirmation analysis model for more details can be seen in Figure 3 below :
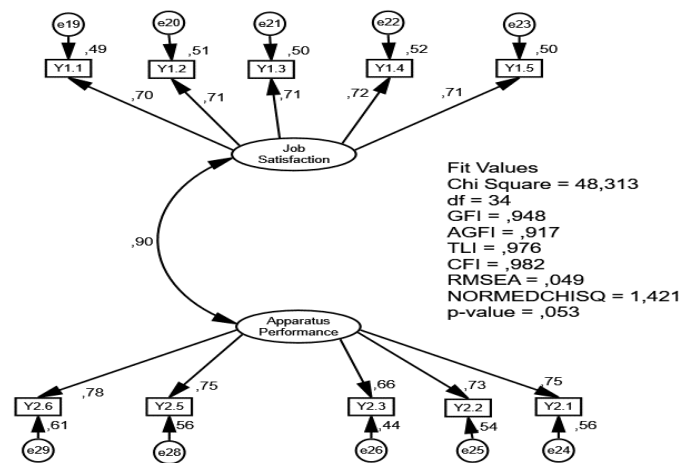

Figure 3. Confirmatory factor analysis endogenous construct

Complete model analysis, it can be explained that the goodness of fit full structural model as required in the structural equation modeling (SEM) model then the results of sem model analysis as seen in Figure 4 below, it can be explained that all exogenous variables have a significant effect on endogenous variables so that this model is already able to test the research hypothesis.
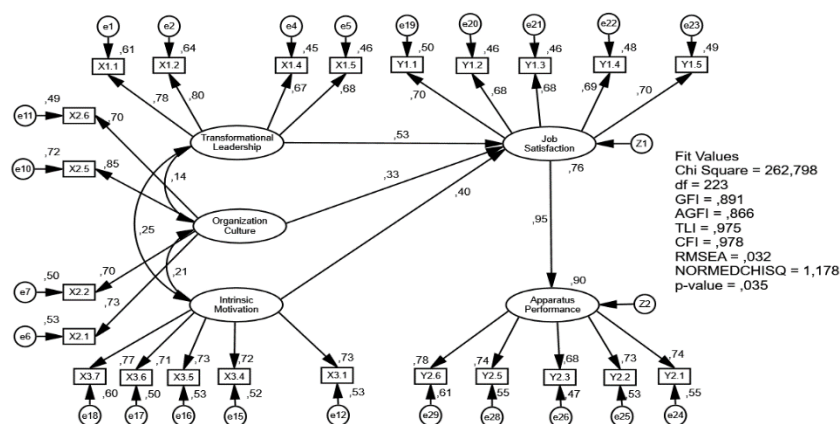

Figure 4. Structural equation modeling full model analysis

Tabel 1. The goodness of fit index full model structural

The integrity of Fit Index	Cut-off value	Result analysis	Model evaluation
X^2-Chi-Square	Exspected small	262,789	Good
Probability	≥ 0.05	0.035	Marginal
GFI	≥ 0.90	0.891	Marginal
AGFI	≥ 0.90	0.866	Marginal
CFI	≥ 0.95	0.978	Good
TLI	≥ 0.95	0.982	Good
CMIN/DF	≤ 2	1.178	Good
RMSEA	≤ 0.08	0.032	Good

Source: The result of the study is analyzed by Amos (2022)

Based on Table 1 results of Amos analysis, it can be explained that all exogenous variables have a significant effect on endogenous variables; the results of this study can already test the hypothesis of this study as required in the analysis of structural equation modeling, while the results of the research are as follows, based on the results of the analysis in Table 1 above, several indices are still marginal,

including probability, GFI and AGFI so that the model structure must modify this structural model. Table 2 above shows that the suitability test of this model produces a good level of acceptance of the fit model so that it can be concluded that the resulting model can test the hypotheses that have been prepared and can answer all the above problem formulations.
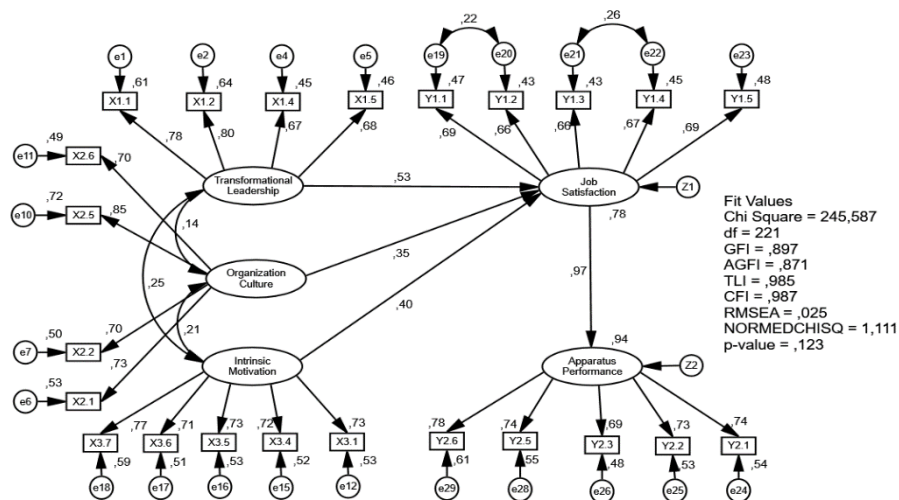

Figure 5. Full model structural modification analysis

Tabel 2. The goodness of fit index full model structural modification

The integrity of Fit Index	Cut-off value	Result analysis	Model evaluation
X^2-Chi-Square	Exspected small	245,587	Good
Probability	≥ 0.05	0.123	Good
GFI	≥ 0.90	0.897	Good
AGFI	≥ 0.90	0.871	Marginal
CFI	≥ 0.95	0.987	Good
TLI	≥ 0.95	0.985	Good
CMIN/DF	≤ 2	1.111	Good
RMSEA	≤ 0.08	0.025	Good

Source: The result of the study is analyzed by Amos (2022)

Analysis result based on Table 2 results of Amos analysis, it can be explained that all exogenous variables have a significant effect on endogenous variables; the results of this study can already test the hypothesis of this study as required in the analysis of structural equation modeling, while the results of the research are as follows. Based on Figure 5 and Table 2, it can be explained that the model has fulfilled the goodness of fit as required in the model. The results of the analysis of the modification of the structural equation modeling (SEM) model, as shown in Figure 5 and Table 2 above, it can be

explained that all exogenous variables have a significant effect on endogenous variables, so the model has been able to test the research hypothesis.

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

Tabel 3. The influence of construct eksogen toward construct endogen

			Std. Estimate	S.E.	C.R.	P
Job Satisfaction	<---	Transformational Leadership	,532	,063	6,688	***
Job Satisfaction	<---	Organization Culture	,346	,061	5,016	***
Job Satisfaction	<---	Intrinsic Motivation	,405	,062	5,539	***
Apparatus_Performance	<---	Job Satisfaction	,968	,134	8,515	***

Source: The result of the study is analyzed by Amos (2022)

Based on Table 3 results of Amos analysis, it can be explained that all exogenous variables have a significant effect on endogenous variables with P-value < 0.005; the results of this study can already test the hypothesis. After analyzing based on the primary data mentioned above, this discussion will be explained in more detail the research results obtained through the structural equation modeling analysis. This discussion will be associated with the theory and results of the previous study and also emphasize testing hypotheses that have been made in the last chapter to get answers to the hypothesis statement of this research.

1. The results of this study influence transformational leadership toward the job satisfaction apparatus of the national narcotics agency Aceh province.
2. The results of this study influence organization culture toward job satisfaction apparatus of national narcotics agency Aceh province.
3. The results of this study influence intrinsic motivation toward the job satisfaction apparatus of the national narcotics agency Aceh province.
4. The results of his research show an influence between job satisfaction and apparatus performance of the national narcotics agency Aceh province.

CONCLUSION

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

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

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