Publishing Legal Administration At The Office Of The Police (Polres) In Pinrang District (Study on the Defense of Driver's License (SIM) C)

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Abstract: The regulation issued by the police in Indonesia is the Regulation of the Chief of Police of the Republic of Indonesia Number 9 Year 2012 on Driver License. The purpose of this research is to know the procedure of issuance of driver's license in SIM C management at Pinrang Police Station Pinrang Regency. Procedures for the issuance of Driver License under the Regulation of the Chief of Police of the Republic of Indonesia Number 9 Year 2012 namely administrative requirements, non-tax state revenue (PNBP) fees, registration, AVIS (Audio Visual Integrated System) test exams, driver's training exam, SIM. The research method used is descriptive research with qualitative approach and using data collection technique through observation, interview and documentation. The results of research based on the indicators under study indicate that the procedure of issuance of Driver License in the management of SIM C at Pinrang District Police Station Pinrang Regency is in good category. This can be seen from the police officers on the Traffic Unit at the Pinrang Police Station is very responsible in carrying out their respective duties. The community is also not confused in the procedure of making a Driver License because there is a board of information in the waiting room of the Pinrang Police Station about the mechanism of issuance of Driver License so that people are more aware of the actual procedure of issuance of Driver License.

Keywords: Public Policy, Implementation and Driving License.

1.0   Introduction

The success of an organization is closely related to the quality of its members so that every organization is required to develop and improve the performance of its members (Saggaf et al., 2014; Akib and Salam, 2016; Salam and Rosdiana, 2016). According to Notoatmodjo (2009), performance can be interpreted as "the work that can be displayed or the appearance of an employee." Another opinion put forward by Tika (2010), that "Performance as a result of work function / activities of a person or group in an organization that is influenced by various factors to achieve organizational goals within a certain period of time. Thus, the performance of an

employee can be measured from work, the results of tasks or activity result within a certain time.

Performance appraisal is very important because through the performance appraisal can be known how exactly the employee has performed its function. The accuracy of employees in carrying out its functions will greatly affect the achievement of overall organizational performance. In addition, employee performance appraisal results will provide important information in the employee development process. To improve the performance of employees required the ability of the top leadership to pay attention to the skills of relationships among staff / employees that certainly leads to guidance and motivation to employees so that employees can also understand the duties and responsibilities of each and obey the rules set previously.

The results of research conducted by (Sanjaya and Baharuddin, 2014) indicates that "employee motivation in the Office of LPMP South Sulawesi province is included the high category." Thus the motivation factor is not the cause of the low performance of employees. Based on preliminary observations that have been conducted at the Office of Educational Quality Assurance Agency (LPMP) of South Sulawesi Province Makassar City on June 4 to July 18, 2014, using employee performance measurement indicators as benchmarks in this study indicate that, employee performance on the job has not maximum, this can be seen by the discovery of some employees who have not fully understand the work given based on the main task and function. Thus, the discovery of some employees who have not fully understood the work will affect the responsibilities of employees in completing a job.

In addition, the obedience of employees to the legislation and regulations of the official has not been as expected. It can be seen with still found some employees who are not on time in completing office work due to employees who leave the office during office hours only for personal use. This is contradictory to Article 6 Paragraph (2) of the Minister of Education and Culture Number 107 of 2013 on Performance Benefits for Employees in the Ministry of Education and Culture, among others stated that "office hours are in the office hours 07.30 - 16.00, 12:00 to 13:00 ".

While viewed from the aspect of cooperation, still found employees who are less in cooperation with colleagues if there is work to be solved together. This can be due to the fact that some employees are happy to work on their own or the job is demanded to be solved on their own. The phenomenon mentioned above seems to have become a culture (habits) undertaken by employees so that an impact on the performance of employees. If it is allowed by the officials responsible for creating effective and effective state apparatus, the vision and mission carried out by LPMP can not be realized as expected.

The low performance of employees can be caused by organizational culture. This is in line with the opinion of Ndraha (1997: 123), that "The stronger the culture, the stronger the effect it has on the environment and human behavior." This opinion shows that organizational culture is related to organizational development that impacts on employee performance.

2.0   Research Method

2.1   Research variable

Variables are something that has variations in value. In this research, there are two variables, namely organizational culture as the independent variable (independent variable) given the symbol "X" and employee performance as the dependent variable (given variable "Y").

2.2   Research Design

This study includes a type of associative research, which shows a causal relationship or a causal relationship. In this study, independent variables as a cause while the dependent variable as a result.
For more details, the research design is described in the following chart form:
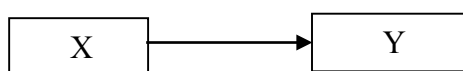
$$X \longrightarrow Y$$

Figure 2. Research Design

Where:
X: Organizational Culture
Y: Employee Performance
Population
this study is the Population of this study are all employees at the Office of Educational Quality Guarantee Institution (LPMP) South Sulawesi Province Makassar city amounted to 175 people. For more details can be seen in the table below.

Table 1. State of Population Research

No.	Position / Unit	Populations
1	Structural Officials	9
2	Staff Sub Division of Administration and Household	45
3	Staff Sub Division of Management and Personnel	8
4	Staff Sub Division of Planning and Budgeting	12
5	The staff of Facilitated Section Paud and Dikdas	15
6	Dimension Facilitation Section Staff	12
7	The staff of Education Quality Mapping Section	15
8	Quality Education Supervision Section Staff	9
9	Widyaiswara	28
10	Honorary	22
	Amount	175

Sub Division of General and Personnel of LPMP South Sulawesi Province in 2014

2.3   Sample

Sampling technique in this study using simple random sampling with the reason population is homogeneous, and sampling of sample members of the population is done randomly without regard to the strata in the population. Clearly detailed in Table 2.

Table 2. Situation and Spread of Research Sample

No.	Position / Unit	population	Sample
1	Structural Officials	9	3
2	Staff Sub Division of Administration and Household	45	14
3	Staff Sub Division of Management and Personnel	8	2
4	Staff Sub Division of Planning and Budgeting	12	4
5	The staff of Facilitated Section Paud and Dikdas	15	4
6	Dimension Facilitation Section Staff	12	4
7	The staff of Education Quality Mapping Section	15	4
8	Quality Education Supervision Section Staff	9	3
9	Widyaiswara	28	8
10	Honorary	22	7
	Amount	175	53

Source: Results of Data Processing Table 1

3.0 Result And Discussion

3.1 Organizational culture

The results showed that organizational culture at LPMP Office of South Sulawesi Province was in the "good" category. It is reviewed from several indicators presented by Tika that is individual initiative, direction, management support, control, tolerance to conflict and risk action, and communication pattern of employees.

i) Individual initiatives, based on the results of research data on individual initiative indicators are in a good category. Individual initiatives within the scope of the office can be interpreted as the main capital that must be possessed by human resources or employees in developing the ability to work. Thus, individual initiatives should be owned by all employees, especially productive employees. Productive age is a shoot organization / institution that plays an important role in supporting the progress of an organization / institution.

ii) Direction, based on the results of research data on the indicators of direction is in the very good category. The briefing is very influential on employee performance. When a leader never gives direction, be it in terms of dress, time discipline, and the implementation of duties to his employees, then the employee will be indifferent to the rules and execution of duties in the absence of motivation from the leadership and vice versa. In this case can be a provision of understanding to employees on target / achievement to be achieved and expected, so employees feel motivated because of know that its role is so important in the progress of an organization / institution.

iii) Management support, based on the results of research data on management support indicators are in a good category. Management support includes the supporting factor of the high performance of employees because leaders are leaders who become examples for employees. A leader must be humble and wise because one of the leaders' duties for organizational / institutional advancement is to motivate employees in the spirit of work.

iv) Control, based on the results of research data on control indicators are on good indicators. The presence of supervision conducted by the leadership can further maximize the performance of employees, in order to carry out the work in accordance with applicable regulations.

v) Tolerance to conflict and risky action. Based on the results of research data on this indicator is in a good category. This can not be separated from the role of the leader who firmly in giving a reprimand / sanction when there are employees who violate the rules that exist in the office.

vi) Communication pattern, based on the results of research data on indicators of communication patterns are in a good category. Establishment of good communication patterns between leaders with employees, between employees with employees, will maximize the performance of employees.

The results of the above discussion are in line with the opinion Ndraha (1997), that "The stronger the culture, the stronger the effect it has on the environment and human behavior." The opinion shows that strong organizational culture is seen with loyal employees, employees know the purpose of the organization, understand good and bad behavior, employees perform tasks based on consistent values, and employees feel satisfied to work such a high productivity performance.

These values and beliefs will be transformed into their daily behavior in work, so that will be individual performance. Supported by existing human resources, systems, and technologies, institutional and logistical strategies, each good individual performance will lead to good organizational performance as well.

3.2   Employee Performance

The results showed that the performance of employees in the Office of LPMP South Sulawesi Province is in the category of "very high." This is observed from several indicators based on DP3 in accordance with Article 4 Paragraph (2) namely work performance, responsibility, obedience, honesty, cooperation, and initiative.

i) Job performance, based on the results of research data on the indicators of work performance is in the very high category. In this case, the working period affects the work experience. The longer the work of a person the more work experience they have. With the abundance of work experience possessed, employees can master the ins and outs of their field of duty.

ii) Responsibility, based on the results of research data on the indicator of responsibility is at a very high indicator. Responsibility relates to how much an employee's responsibilities are to work assigned to him. With a high sense of responsibility, employees can complete their work well. High responsibility by an employee can improve the employee's performance to work better

iii) Obedience, based on the results of research data on obedience indicators are in the very high category. In this case, it can be explained that obedience is the ability of a Civil Servant to comply with all applicable legislation and regulatory regulations, obeying official orders provided by superiors and the ability not to violate the prescribed restrictions. Given the prevailing laws and regulations, it is expected that employees will be obedient to the established rules.

iv) Honesty, based on the results of research data on indicators of honesty is in the very high category. In this case closely related to how much the level of honesty of

employees to work based on the results of research data on the indicators imposed on him. Employees are expected to complete their tasks well and on time. With the implanted honest nature in carrying out the task, then the work system will run well and smoothly and achieve the target work within the organization.

v) Cooperation, based on the results of research data on cooperation indicators are in the very high category. In this case, marked by the establishment of good cooperation between leaders with employees, employees with other employees, and employees are willing to accept any suggestions or positive feedback from leaders and other employees without any conflict.

vi) Initiatives, based on the results of research data on indicators of initiatives are in the high category. In this case, the employee is given the opportunity to explore, develop and deliver any new ideas related to the job. In addition, employees are also entitled to provide advice and positive feedback on the work for the progress of an institution. The results of the above discussion in line with the opinion of Gibson (1990: 45) that factors that affect the performance, namely:
   - Individual factors: ability, skills, family background, work experience, social level and demographics.
   - Psychological factors: perception, role, attitude, personality, motivation and job satisfaction.
   - Organizational factors: organizational structure, job design, leadership, reward system (reward system).

3.3   The Influence of Organizational Culture on Employee Performance

The results showed that there was a significant influence on the performance of employees at the LPMP Office of South Sulawesi Province. This means the proposed hypothesis is "presumably there is an influence of organizational culture on the performance of employees at the LPMP Office of South Sulawesi Province", can be tested truth.
The relationship of organizational culture variable to employee performance variable at LPMP Office of South Sulawesi Province is in the medium category. This means there is a positive correlation relationship between organizational culture and employee performance.

4.0   Conclusion

i) Organizational Culture at LPMP Office of South Sulawesi Province Makassar is included in a good category based on indicators such as individual initiative, direction, management support, control, tolerance to conflict and risk action, and communication pattern.

ii) Employee Performance at LPMP Office of South Sulawesi Province Makassar is in a very high category with indicators such as work performance, responsibility, obedience, honesty, cooperation, and initiative.

iii) There is a positive and significant influence of organizational culture on the performance of employees at LPMP Office of South Sulawesi Province Makassar City, so that employee performance is influenced by organizational culture applied by employees in working with medium level.

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