



## THE INFLUENCE OF HUMAN RESOURCES COMPETENCE AND DISPOSITION ON HANDLING THE TRAFFIC CONGESTION PROBLEMS IN MENGGRENG, KEDIRI REGENCY

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### ABSTRAK

*Terdapat pengaruh positif kompetensi sumber daya manusia dan disposisi terhadap efektivitas implementasi kebijakan dari hasil pelaksanaan Forum Lalu Lintas. Adapun untuk prosentase pengaruh simultan dari variabel bebas terhadap efektivitas implementasi kebijakan dari hasil pelaksanaan forum lalu lintas diketahui bahwa variabel Kompetensi SDM dan Disposisi secara simultan (bersama-sama) berpengaruh terhadap variabel efektivitas implementasi kebijakan dari hasil pelaksanaan Forum Lalu Lintas sebesar 86,5%. Sedangkan sisanya (100% - 86,5% = 13,5%) dipengaruhi oleh variabel lain di luar persamaan regresi atau variabel yang tidak diteliti.*

**Kata Kunci:** *Kompetensi, Disposisi, Kebijakan*

### ABSTRACT

There is a positive influence of human resource competence and disposition on the effectiveness of policy implementation from the results of the Traffic Forum implementation. As for the percentage of simultaneous influence of independent variables on the effectiveness of policy implementation from the results of the implementation of the traffic forum, it is known that the HR Competence and Disposition variables simultaneously (together) affect the effectiveness of the policy implementation variable from the results of the Traffic Forum implementation of 86.5%. While the rest (100% - 86.5% = 13.5%) is influenced by other variables outside the regression equation or variables not examined.

**Keywords:** *Competence, Disposition, Policy*

### 1. INTRODUCTION

Traffic jam conditions also occur in the jurisdiction of the Kediri Police Satlantas. As the implementing element in charge of carrying out police duties in Kediri Regency, especially in terms of traffic engineering, the Kediri Police Satlantas is obliged to optimize in order to unravel congestion in its area. Regarding the area of the most severe traffic jams in the Kediri Police Satlantas area, it is in the Simpang 3 Mengkreg Kediri area. This area is one of the intersections in Kediri Regency which is the meeting point of the national road from the direction of Jombang, Nganjuk and Kediri. Traffic jams often occur in the Simpang 3 Mengkreg area, especially from the Jombang and Nganjuk directions.

In terms of handling traffic congestion problems, Law No. 22 of 2009 concerning Road Traffic and Transportation mentions solutions for handling through stakeholder participation, community empowerment, law enforcement, and global partnerships. In the regulation, it is explained that to overcome traffic problems, the Traffic and Road Transport Forum (hereinafter referred to as the

LLAJ Forum) can be carried out. The forum must be able to run in accordance with the mandate contained in the law considering the importance of the forum's contribution in solving traffic problems. Based on this, Government Regulation No. 37 of 2011 concerning the LLAJ Forum was also formed. In this Government Regulation what is meant by Road Traffic and Transportation Forum is a vehicle for coordination between agencies administering road traffic and transportation. This means that in the regulation it is explained that the implementation of road traffic and transportation is carried out in a coordinated manner by the Government, Regional Government, and or the community. More specifically in the Kediri Regency area, to provide the basis for the implementation of the LLAJ forum, the Kediri Regent issued Decree No. 188.45/198/418.32/2010 which regulates the membership structure of the Kediri LLAJ Forum, which includes the Kediri Regent and the Kediri Police Chief as supervisors and then as Chairperson. The general public is the Regional Secretary of Kediri Regency. The areas of membership consist of the field of road infrastructure with the coordinator of the Head of the Highways Division of the Kediri DPU overseeing 4 members who were selected based on their competence to monitor and follow up on the results of evaluations related to road and bridge facilities and infrastructure in Kediri Regency. Furthermore, there is the field of traffic infrastructure and road transportation which is coordinated by the Head of the Traffic Division of the Kediri Dishub with 4 members who are selected based on their competencies to evaluate and follow up on the completeness of traffic infrastructure for the smooth flow of traffic and road transportation in Kediri Regency. The traffic and road transportation forum is an ad hoc agency that functions as a vehicle to synergize the main tasks and functions of each traffic and road transportation agency in order to analyze problems, bridge, find solutions, and improve service quality, and not as law enforcement officers. In practice, the traffic forum is held once a month and according to Article 27 of PP Number 37 of 2011 the members who attend the traffic forum are at the City/Regency level, namely the regent/mayor; The head of the resort/city police force; state-owned enterprises and/or regional-owned enterprises whose business activities are in the field of road traffic and transportation; associations of public transportation companies in districts/cities; college representatives; experts in the field of road traffic and transportation; non-governmental organizations whose activities are in the field of road traffic and transportation; and observers of traffic and road transportation in districts/cities. Based on the results of the current traffic forum that has been running for a decade, what the author considers is not working as effectively as expected, especially to overcome the problem of congestion in the Mengkreng area. The integration of activities is also not created in the forum. The results of the forum's decision were not used as a reference for evaluation materials for *trouble solving* in various internal Polri meetings in handling congestion in the Mengkreng area. The results of traffic forum decisions do not provide a good pattern of coordination between agencies, especially regarding how to concretely implement the results of forum decisions. Based on the temporary hypothesis, the author of the problem of the effectiveness of the forum is related to the problem of human resources (HR) and the disposition or attitude of implementing policy programs. In addition, the attitude or disposition of the program implementers,

especially those that are in direct contact with traffic jams, namely the PAM Post personnel consisting of the Mengkreng PAM Post personnel, the Kamseltibacar Task Force, and the Jams Urai Team and of course the supervisory officers according to the author are connected with the ineffectiveness of the results of the last forum. cross. So, based on this background, problems are limited, including:

- a) Is there a positive influence of human resource competence on the effectiveness of policy implementation from the results of the Traffic Forum implementation?
- b) Is there a positive influence of disposition on the effectiveness of policy implementation from the results of the Traffic Forum implementation?
- c) Is there a positive influence of human resource competence and disposition on the effectiveness of policy implementation from the results of the Traffic Forum implementation?

## **2. Theory**

### **2.1 Competency Theory of Human Resources**

Competence can be analogized as an "iceberg" where skills and knowledge form the peak that is above the water. The part below the water surface is invisible to the eye, but becomes the foundation and has an influence on the shape of the part above the water. Social roles and self-image are in the "conscious" part of a person, while a person's motives are in his "subconscious" part. The competence itself consists of several measuring indicators, namely:<sup>1</sup>

1. Skills: expertise / ability to do something well. Example: the ability to drive.
2. Knowledge: information that is owned/controlled by someone in a particular field. Example: understand the science of financial management.
3. Social role: the image that one person projects to others. Example: being a follower, or an opponent.
4. Self-image: the individual's perception of himself. Example: see/promote himself as a leader.
5. Traits / Traits: characteristics that are relatively constant in a person's behavior. Example: a good listener.
6. Motives: constant basic thoughts/intentions that drive individuals to act/ behave. Example: want to be appreciated, encouragement to influence others

### **2.2. Disposition Theory Disposition**

or attitude has the meaning of an attitude towards a particular object that can change a person's views or feelings. According to Lapierre, defines attitude as a pattern of behavior, tendencies, or anticipatory readiness, predisposition to adjust to social situations or simply attitude is a response to conditioned social stimuli.<sup>2</sup> Furthermore, it is more specifically explained by Azwar that the attitude of implementing a policy has several component variables, namely:<sup>3</sup>

- a. Cognitive

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<sup>1</sup> Sedarmayanti, *Sumber Daya Manusia dan Produktivitas kerja*, Ilham Jaya, Bandung, 1995, hal. 127

<sup>2</sup> Saifudin Azwar, *Sikap Manusia Teori dan Pengukurannya*, Pustaka Pelajar, Yogyakarta, 2013, hal. 5

<sup>3</sup> *Ibid.*, hal. 33

Component Cognitive component which concerns one's belief and understanding of an object through the process of seeing, hearing or feeling. Trust and understanding that is formed provides information and knowledge about the object.

- b. Affective  
Components related to the subjective emotional problems of individuals towards something.
- c. Conative  
Component This conative component is the tendency of an individual's behavior towards the object it faces.

### **2.3. Effectiveness of Policy Implementation**

In terms of the effectiveness of policy implementation, basically there are "five right" as policy indicators that need to be met as described by Riant Nugroho, namely:<sup>4</sup>

- a. Right Policy.  
The accuracy of this policy is judged by the extent to which existing policies contain things that can solve the problem to be solved. The second side of the policy is whether the policy has been formulated in accordance with the character of the problem to be solved. The third side is that the policy is made by an institution that has the authority (institutional mission) in accordance with the character of the policy.
- b. Correct Implementation.  
The actor in implementing the policy is not only the government. There are other institutions that can be implemented, namely the government, government-public/private cooperation, or the implementation of policies that are privatized. Policies that are monopoly should be implemented by the government. Policies that empower the community should be implemented by the government together with the community. Policies that aim to direct community activities should be by the community.
- c. Right on target.  
Accuracy here concerns three things. First, the intervention targets are in accordance with what has been planned, there is no overlap with other interventions, and does not conflict with other policy interventions. Second, the target is in a condition ready for intervention or not. Third, the intervention in the implementation of the policy is new or renews the implementation of the previous policy.
- d. Right Environment.  
There are two most decisive environments, namely the policy environment and the external policy environment. The policy environment is the interaction between policy and policy implementers with other related institutions. Then the external policy environment which consists of public opinion, namely public perceptions of policies and policy implementation; interpretive institution which deals with the interpretation of strategic institutions in society, such as mass media, pressure groups, interest groups, in interpreting policies and

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<sup>4</sup> Riant D Nugroho, *Public Policy*, Gramedia, Jakarta, 2012, hal. 107.

implementing policies; individuals, namely certain individuals who are able to play an important role in interpreting policies and implementing policies.

e. Precise Process.

In general, the implementation of public policy consists of three processes, namely: 1) *Policy acceptance*. Here the public understands the policy as a "rules of the game" needed for the future, on the other hand the government understands the policy as a task that must be implemented. 2) Policy adoption. Here the public accepts the policy as a "rules of the game" needed for the future, on the other hand the government accepts the policy as a task that must be carried out. 3) Strategic readiness. Here the public is ready to implement or be part of the policy, on the other hand the implementing bureaucrats are ready to become.

#### 2.4. Hypothesis

Hypothesis is a tentative conclusion that must be proven true or can be said as a tentative proposition about the relationship between two or more variables.<sup>5</sup> The hypothesis seen from the category of formulation is divided into two parts, namely the null hypothesis which is usually abbreviated as  $H_0$  and the alternative hypothesis is usually called the working hypothesis or abbreviated as  $H_a$ . The null hypothesis ( $H_0$ ) is a hypothesis which states that there is no relationship or influence between variables and other variables. The alternative hypothesis ( $H_a$ ) is a hypothesis which states that there is a relationship or influence between variables and other variables.<sup>6</sup> The hypotheses for this research are:

1.  $H_{01}$ : There is no positive influence of human resource competence on the effectiveness of policy implementation from the results of the Traffic Forum implementation  
 $H_{a1}$ : There is a positive influence of human resource competence on the effectiveness of policy implementation from the results of the Traffic Forum implementation.
2.  $H_{02}$ : There is no positive influence of disposition on the effectiveness of policy implementation from the results of the Traffic Forum implementation  
 $H_{a2}$ : There is a positive influence of disposition on the effectiveness of policy implementation from the results of the implementation of the Traffic Forum
3.  $H_{03}$ : There is no positive influence of resource competence human resources and disposition towards the effectiveness of policy implementation from the results of the implementation of the Traffic Forum  
 $H_{a3}$ : There is a positive influence of human resource competence and disposition on the effectiveness of policy implementation from the results of the implementation of the Traffic Forum

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<sup>5</sup> Masyhuri & Zainuddin, *Metodologi Penelitian Pendekatan Praktis dan Aplikatif*, Bandung: Refika Aditama, 2008, hal. 136.

<sup>6</sup> Suharsimi Arikunto, *Prosedur Penelitian Suatu pendekatan Praktek*, Rineka cipta, Jakarta, 1989, hal. 57

### **3. RESEARCH METHODS**

#### **3.1. Research Approach**

This study aims to examine the effect of human resource competence and disposition on the effectiveness of policy implementation from the results of the implementation of traffic forums in handling traffic congestion problems in Mengkreg, Kediri Regency. The approach in this study uses a quantitative approach. This approach is a scientific method because it has complied with scientific principles, namely concrete/empirical, objective, measurable, rational and systematic. This approach is called the quantitative approach because the research data is in the form of numbers and the analysis uses statistics.<sup>7</sup>

#### **3.2. Types of Research**

The method used in this research is a survey research method. method survey is an investigation conducted to obtain facts from existing phenomena and seek factual information, whether about social, economic, or political institutions of a group or an area.<sup>8</sup>

According to Fraenkel and Wallen that survey research is research by collecting information from a sample by asking through a questionnaire or interview so that later it will describe various aspects of the population. Survey is one type of research that is mostly done by researchers in the fields of sociology, business, politics, government and education.<sup>9</sup> The reason the researcher chooses the survey research method is because the researcher wants to prove the hypothesis about what affects the effectiveness of policy implementation from the results of the implementation of the traffic forum in handling traffic congestion problems in Mengkreg, Kediri Regency

#### **3.3. Variable Operationalization**

##### **3.3.1. Independent variable (X<sub>1</sub>) Human Resource Competence**

The operational definition of the human resource competency variable in this study is the ability of each member of the Kediri Police Satlantas to complete their work, develop themselves and encourage the self-development of their colleagues. This variable is measured using indicators according to Sedarmayanti as has been reviewed in the literature review. The indicators that the authors take from Sedarmayanti's opinion include:<sup>10</sup>

1. Knowledge
2. Skills
3. of Self-image
4. Motive

##### **3.3.2. Independent variable (X<sub>2</sub>) Disposition**

The operational definition of the disposition variable in this study is the attitude of the Kediri Police Traffic Unit as a pattern of behavior, tendencies, or anticipatory readiness, predisposition to adjust to social situations or simply attitude

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<sup>7</sup> Sugiyono, *Metode Penelitian* Kuantitatif kualitatif dan R&D. 2011, Alfabeta, Bandung, hal. 7.

<sup>8</sup> Moh. Nazir, *Metode Penelitian*, Ghalia Indonesia, Jakarta, 1988, hal. 65.

<sup>9</sup> Farouk Muhammad dan Djaali, *Metodologi Penelitian Sosial*, PTIK Press, Jakarta, 2003, hal. 73.

<sup>10</sup> Agustino, *Politik & Kebijakan Publik*, AIPI, Bandung, 2006, hal. 158

is a response to conditioned social stimuli. As for the measurement, the authors use indicators as Saifudin Azwar has classified them into 3 component indicators, namely: Cognitive Components, Affective Components, Conative Components

### **3.3.3.(Y) Effectiveness of Policy Implementation**

The operational definition of the variable effectiveness of policy implementation in this study is a situation that shows the success of the results of the traffic forum in achieving solving the problem of traffic jams in Mengkreg, Kediri Regency by using existing sources with a size previously determined.

To examine whether the author's variables use indicators of the effectiveness of policy implementation from Riant D Nugroho, namely: Right policy, Right implementation, Right target, Right environment.

### **3.4. Measurement Scale The**

questionnaire used is closed because the closed questionnaire is considered by the author to be relatively easy to limit. The data is interval, so we use *Semantic Differential*. This scale was developed by Osgood which is used to measure attitudes, only in the form of neither multiple choice nor checklist. but arranged in a continuum line where the answer "very positive" is located on the right side of the line, or vice versa. In the research that I will be doing, I will use a range of 1 to 5. Respondents who give an assessment of number 5, it means that the respondent's perception is very positive while the respondent's perception is very negative when choosing an assessment of number 1.<sup>11</sup>

### **3.5. Population and Sample**

#### **3.5.1. Population**

Population according to Sugiyono is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions.<sup>12</sup> Based on this understanding, the population in this study is PAM Post personnel totaling 100 people.

#### **3.5.2. Sample**

The research sample is part of the number and characteristics possessed by the population.<sup>13</sup> The sampling method that will be used by the author is a saturated sample, namely  $N = n$ , because the population to be studied is small so the possibility to be taken entirely is very large for a sample from that population, by examining the entire population, the study will be more valid because all are represented.<sup>14</sup> So the sample in this study is the entire population of 100 people.

### **3.6. Data Collection Techniques**

Regarding the sampling data collection method, the author uses the *Cross Sectional* technique, which is a research technique that emphasizes the time of measurement or data observation (sampling) which is carried out once at a time

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<sup>11</sup> Issac, S. & Michael, WB, *Handbook in research and evaluation*, Edits, San Diego, 1984, hal. 145

<sup>12</sup> Sugiyono, *Op.Cit.*, hal. 80

<sup>13</sup> Sugiyono, *Op.Cit.*, hal. 81

<sup>14</sup> Sugiyono, *Op.Cit.*, hal 118.

which is carried out on the dependent variable and the independent variable.<sup>15</sup>

### **3.7. Data Analysis Techniques**

#### **3.7.1. Validity and Reliability**

##### **Test 1) Validity Test**

There are several ways to consider the level of validity of an instrument used. According to Burhan Nurgiyantoro, it is divided into two categories. The first category is validity which is considered through rational analysis. Included in this category are *content validity* and *construct validity*, while the second category is based on empirical data analysis. forecast validity.<sup>16</sup>

The data validity test in this study was carried out with the help of the SPSS / PASW 18.0 for Windows technique *Pearson Correlations* or *Product Moment* which:

- 1) If  $r_{\text{count}} > r_{\text{table}}$ , then the question is declared valid.
- 2) If  $r_{\text{count}} < r_{\text{table}}$ , then the question is declared invalid.

##### **2) Reliability**

Test Instrument reliability testing in this study will use *Cronbach's Alpha*. After calculating the reliability index for an instrument being tested, it is necessary to know that *Cronbach's Alpha* can be used to test the reliability of an instrument with a minimum value limit that is generally acceptable (*reliable*) is 0.70 and above, while 0.70 and below is considered unreliable. The usual acceptable reliability value is 0.7.<sup>17</sup>

#### **3.7.2. Classical Assumption Test**

##### **1) Normality**

Test This classical assumption test will test the data of the independent variable (X) and the data of the dependent variable (Y) in the resulting regression equation. Normal distribution or abnormal distribution. The regression equation is said to be good if it has independent variable data and dependent variable data is distributed close to normal or normal at all.<sup>18</sup>

The decision-making criteria is if the significance  $> 0.05$  then the data is normally distributed, and if the significance is  $< 0.05$  then the data is not normally distributed.<sup>19</sup>

##### **2) Multicollinearity Test Multicollinearity**

Means that there is a perfect or definite linear relationship between some or all of the variables that explain the regression model. Symptoms of multicollinearity can be seen from the value of *Tolerance* and VIF. *Tolerance* measures the variability of the selected variable that is not explained by other

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<sup>15</sup> Sandjaja B dan Albertus Heriyanto, *Panduan Penelitian*, Prestasi Pustakarya, Jakarta, 2006, hal. 79

<sup>16</sup> Burhan Nurgiyantoro, *Statistik Terapan Untuk Penelitian ilmu-ilmu Sosial*, Gajah Mada University Press, Yogyakarta, 2002, hal. 316.

<sup>17</sup> Fred Kerlinger N, *Asas-Asas Penelitian Behavioral*, Gajah Mada Univ. Press, Yogyakarta, 2002, hal. 709

<sup>18</sup> Danang Sunyoto, *Dasar-Dasar Manajemen Pemasaran*, CAPS, Yogyakarta, 2012, hal. 103

<sup>19</sup> Duwi Priyatno, *Analisis Korelasi, Regresi dan Multivariate dengan SPSS*, Yogyakarta: Gava Media, 2013, hal. 56



independent variables. The general value that is commonly used is the *Tolerance* > 1 or the VIF value > 10, then multicollinearity symptoms occur. On the other hand, if the *tolerance* < 1 or the VIF value is < 10, then there is no multicollinearity symptom.<sup>20</sup>

### 3) Heteroscedasticity Test Heteroscedasticity

Test aims to test whether a group has the same variance among members of the group. That is, if the variance of the *independent* is constant (same) for any given value, the *dependent* called homoscedasticity. Meanwhile, heteroscedasticity was tested using Spearman's Rank with decision making if the independent variable was statistically significant affecting the *dependent*, then there was an indication of heteroscedasticity. If the probability is significant above the 0.05 confidence level, it can be concluded that the regression model does not lead to heteroscedasticity.

#### 3.7.3. Multiple Linear Regression Analysis

To apply multiple regression analysis, the data must be metric (interval and ratio data) or be appropriately transformed; and before making the regression equation, the researcher must decide which variable is the dependent and which is the independent variable. Combinations of variables usually produce more accurate predictions than just one variable. Research predictions often produce one prediction equation and multiple-regression equations are used for that. The multiple regression equation is:<sup>21</sup>

$$Y = a + b_1X_1 + b_2X_2$$

Where:

Y = Dependent variable

a = Constant

b<sub>1</sub>, b<sub>2</sub> = Regression line coefficient

X<sub>1</sub>, X<sub>2</sub> = Independent variable

#### 3.7.4. Hypothesis Test

##### 1) F test (simultaneous effect test)

Decision making:

F count < F table so H<sub>0</sub> is accepted

F Count > F table so H<sub>0</sub> is rejected

##### 2) t test (Partial Effect Test)

The t test basically shows how far the influence of one independent variable individually in explaining the variation of the independent variable.<sup>22</sup>

Hypothesis Testing Steps for Regression Coefficient are:

1. Formulation of the Nil Hypothesis (H<sub>0</sub>) and Alternative Hypothesis (H<sub>a</sub>)

$$H_0 : \beta = 0$$

There is no significant effect of each independent variable (X<sub>1</sub>, X<sub>2</sub>) on the dependent variable (Y).

$$H_1 : \beta \neq 0$$

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<sup>20</sup> Sonia Bintang Hangoluan Simamora, *Pengaruh Motivasi Terhadap Kinerja Karyawan PT Lion Mentari Airlines*, Gunadarma, Jalarta, 2012, hal. 4

<sup>21</sup> *Ibid.* hal. 71.

<sup>22</sup> Imam Ghozali, *Aplikasi Analisis Multivariate dengan Program SPSS*, edisi 3, : UNDIP, Semarang, 2005, hal. 45

There is a positive effect of each independent variable ( $X_1, X_2$ ) on the dependent variable (Y).

2. Determination of the price of  $t_{table}$  based on the level of significance and the degree of freedom.
  - significance = 5% (0.05)
  - Degree of freedom =  $(nk-1)$ <sup>23</sup>

### 3) Coefficient of Determination ( $R^2$ )

coefficient of determination ( $R^2$ ) is an indicator used to describe how much variation is described in the model. Based on the value of  $R^2$  it can be seen the level of significance or the suitability of the relationship between the independent variable and the dependent variable in linear regression.<sup>24</sup>

## 4. RESEARCH FINDINGS

### 4.1. Test of Validity and Reliability

#### 4.1.1. Validity Test

Before analyzing the data, the validity and reliability tests were carried out first. The validity test was carried out at the Kediri Police Traffic Unit with a sample of 30 people. This test is carried out to determine whether it is significant or not by comparing the calculated  $r$  value with the table  $r$  value. To determine the value of  $r$  table used the formula *degree of freedom* ( $df$ ) =  $n-2$ .<sup>25</sup> Where in the formula "n" is the number of respondents. So here  $df=30-2$ .  $df = 28$ . With a significance of 5% (0.05) then if you refer to the table it is known that the value of  $r$  table is 0.3610. For the Test of Validity of Variable  $X_1$  (HR Competency) it is known that all questions on the HR competency variable questionnaire are declared valid, because  $r_{count} > r_{table}$ . Regarding the Test of Validity of Variable  $X_2$  (Disposition) it is also known that all items of questionnaire question on disposition variable are declared valid, because  $r_{count} > r_{table}$ . Meanwhile, for the Y Variable Validity Test (Policy Implementation Effectiveness), it is known that 1 item is not valid, namely in question No. 16 so that it is not used in subsequent calculations, both in the calculation of the reliability test and the calculation of the classical assumption test and Hypothesis Testing.

#### 4.1.2. Reliability Test

From the results of the reliability test or the reliability of the HR competency variable, it shows that alpha ( $\alpha = 0.968$ ). This shows that the alpha price for the HR competency variable is  $> 0.70$ . This means that the test equipment used is reliable or reliable. Following the results of the reliability test or the reliability of the disposition variable, the value of alpha ( $\alpha = 0.970$ ) is obtained. This shows that the alpha price for the disposition variable is  $> 0.70$ . This means that the test equipment used is reliable or reliable. For the test results of the reliability of the implementation effectiveness of the results of the implementation of the Traffic

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<sup>23</sup> Naresh K Malhotra, *Riset Pemasaran: Pendekatan Terapan Jilid 2*, PT. Indeks, Jakarta, 2006, hal. 43

<sup>24</sup> Sabam Daoni Sinambela, Suwarno Ariswoyo, Henry Rani Sitepu, *Menentukan Koefisien Determinasi Antara Estimasi M Dengan Type Welsch Dengan Least Trimmed Square Dalam Data Yang Mempunyai Pencilan*, Department of Mathematics, Faculty of Mathematics and Natural Sciences, University of North Sumatera, Medan, 2014, hal. 1

<sup>25</sup> Danang Sunyoto, *Op.cit*, hal. 89

Forum shows that alpha ( $\alpha$ ) = 0.914. This shows that the alpha price for the policy implementation effectiveness variable from the results of the Traffic Forum implementation is  $> 0.70$ . This means that the test equipment used is reliable or reliable.

## **4.2. Classical Assumption Test**

### **4.2.1. Normality Test**

Based on the normality test, it can be seen that Asymp.Sig 0.441  $> 0.05$ . So it can be concluded that the data has a normal distribution. Thus the assumptions or requirements in the regression model have been met.

### **4.2.2. Multicollinearity**

Test Multicollinearity test can be detected from the Tolerance and Variance Inflation Factor (VIF) values. The basis referred to in the retrieval is if the Tolerance value  $< 0.10$  or the same as the VIF value  $> 10$ , it indicates the presence of multicollinearity. From the results *output* of the two variables = HR Competence (X1) = 4.075, Disposition (X2) = 4.075 or less than 10 and has a tolerance number  $> 0.1$  or close to 1, it can be concluded that the independent variables for HR Competence and Disposition are not multicollinearity occurs.

### **4.2.3. Heteroscedasticity**

Test The heteroscedasticity test is to see whether there is an inequality of variance from the residuals of one observation to another observation. Regression models that meet the requirements are those where there is a similarity in variance from the residuals of one observation to another, which is fixed or is called homoscedasticity. Heteroscedasticity test was performed using Spearman's Rank, which was performed by regressing the unstandardized residual value obtained from the regression model as the dependent variable on all independent variables in the regression model. If the significance value is more than 0.05, then there is no heteroscedasticity problem.<sup>26</sup> From the calculation, it can be seen that the HR Competency variable is Sig. = 0.166 or the Sig value  $> 0.05$ , meaning that it can be concluded that there is no heteroscedasticity in the HR Competency variable. Meanwhile, for the Disposition variable, the value of sig. = 0.336 or the value of sig  $> 0.05$  means that it can be concluded that there is no heteroscedasticity in the Disposition variable.

## **4.3. Hypothesis Test**

### **4.3.1. Multiple Linear Regression Equation Test**

The equations for multiple linear regression are:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 3.674 + 0.056 X_1 + 1.128 X_2$$

From the above equation, it can be interpreted as follows:

a = 3.674. A positive constant value implies that if the Kediri Police Traffic Unit does not pay attention to competence and does not carry out the disposition, the effectiveness of policy implementation from the results of the Traffic Forum implementation will continue to be positive.

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<sup>26</sup> Duwi Priyatno, *Cara Kilat Belajar Analisis Data Dengan SPSS 20*, Andi Yogyakarta, 2012, hal. 172

- $b_1 = 0.056$  This value implies that if the competence of the Kediri Police Satlantas ( $X_1$ ) human resources increases, it is likely to be followed by an increase in the effectiveness of policy implementation from the results of the Traffic Forum implementation with the assumption that the disposition variable is constant.
- $b_2 = 1.128$  This value implies that if the disposition ( $X_2$ ) increases, it is likely that an increase in the effectiveness of policy implementation will be followed from the results of the Traffic Forum implementation with the assumption that the HR competency variable is constant.

#### 4.3.2. F test (simultaneous

test) F test to find out how much influence HR competence and disposition (simultaneously) have on the effectiveness of policy implementation from the results of the Traffic Forum implementation. This is to prove the hypothesis:

$H_0$ : There is no positive influence of human resource competence and disposition on the effectiveness of policy implementation from the results of the Traffic Forum implementation.

$H_0$ : There is a positive influence of human resource competence and disposition on the effectiveness of policy implementation from the results of the implementation Traffic Forum

The decision making is based on:<sup>27</sup>

$F_{count} < F_{table}$  so  $H_0$  is accepted

$F_{count} > F_{table}$  so  $H_0$  is rejected

Before doing calculations on  $F_{count}$ , the value of  $F_{table}$  in the following way:

$df_1 = k - 1$

$df_2 = n - k$

Information:

df = degree of freedom / degrees of freedom

k = total number of variables

n = number of samples

So it is determined that:

$df_1 = 3 - 1 = 2$ ; used to see the numerator (N1) in the table

$df_2 = 100 - 3 = 97$ ; used to see the denominator (N2) in the table

with a significant level of 5% (0.05).

So it is known that the  $F_{table}$  based on the F distribution table with a significance of 5% is = 3.09.

Then from the calculation it is known that the  $F_{calculated}$  310,408, at Sig. (P) = 0.000. This shows that  $310,408 > 3.09$  or  $F > F_{table}$ , which means that the accepted hypothesis is:

$H_0$ : There is a positive influence of human resource competence and disposition on the effectiveness of policy implementation from the results of the Traffic Forum implementation.

arithmetic Human resources and dispositions can be used as a basis for positively influencing the effectiveness of policy implementation from the results of the Traffic Forum implementation.

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<sup>27</sup> Duwi Priyatno, *Op.Cit.*, hal. 49

#### 4.3.3. t test (Partial Test)

1. The results obtained were that there was no positive effect on the Kediri Police Traffic Unit HR Competence ( $X_1$ ) on the effectiveness of policy implementation from the results of the Traffic Forum implementation (Y). This is proven by the value of  $t = 0.708$ , in  $\text{Sig.} = 0.481$  and  $t_{\text{table}} = 1.66088$ . Until the value of  $t_{\text{count}} < t_{\text{table}}$  or  $0.708 < 1.66088$  This means that HR competence cannot be used as a partial basis for determining the effectiveness of policy implementation from the results of the Traffic Forum implementation. So the hypothesis proposed and acceptable is: There is no positive influence of human resource competence on the effectiveness of policy implementation from the results of the Traffic Forum implementation
2. The results of the analysis show that there is a positive influence on disposition ( $X_2$ ) on the effectiveness of policy implementation from the results of the Traffic Forum implementation. This is proven  $t$  value  $t_{\text{count}} = 11.724$  greater than the  $t$  value  $t_{\text{table}} = 1.66088$  or  $t_{\text{count}} > t_{\text{table}}$ . This means that the disposition can be used as a basis for positively influencing the effectiveness of policy implementation from the results of the Traffic Forum implementation. So the hypothesis proposed and acceptable is: There is a positive influence of disposition on the effectiveness of policy implementation from the results of the Traffic Forum implementation

#### 4.3.4. Coefficient of Determination

It is known that the coefficient of determination or R Square is 0.865. The R Square value of 0.865 comes from squaring the value of the correlation coefficient or R, which is  $0.930 \times 0.930 = 0.865$ . The magnitude of the coefficient of determination (R Square) is 0.865 or 86.5%. This figure means that the HR Competency and Disposition variables simultaneously (together) influence the effectiveness of policy implementation variables from the results of the Traffic Forum implementation. While the rest ( $100\% - 86.5\% = 13.5\%$ ) is influenced by other variables outside the regression equation or variables that are not examined.

### ANALYSIS

#### 5.1. The Positive Effect of Human Resource Competence on the Effectiveness of Policy Implementation From the Results of Traffic Forum Implementation

Referring to the tendency of respondents' answers, in this case members of the Kediri Police Traffic Unit regarding competency variables, it is known that in terms of knowledge of the Traffic Law and Government Regulation No. 37 of 2011, the majority of respondents said they had a good understanding of these regulations. The next respondent's response was on the skills indicator. Here respondents stated that there was a need to increase competence through various trainings, especially related to the direct function in collaborating with external parties, carrying out traffic engineering properly and also needing to increase skills in translating laws and regulations correctly.

As has been stated from the results of the measurement of related variables concerning the positive influence of the competence of the Kediri Traffic Police Traffic Unit on the effectiveness of policy implementation from the results of the implementation of the traffic forum, the results of the study indicate that there is no positive influence of HR competence on the effectiveness of policy implementation from the results of the implementation of the traffic forum. cross. This is evident from the value of  $t = 0.708$ , at Sig. = 0.481 and  $t_{table} = 1.66088$ . Until the value of  $t_{count} < t_{table}$  or  $0.708 < 1.66088$ . This means that HR competence cannot be used as a partial basis for determining the effectiveness of policy implementation based on the results of the Traffic Forum implementation. This shows that only armed with competence with a good understanding of laws and regulations, with a high desire for training, a carefree self-image and a motive for completing work based on results, is apparently not enough to have a positive influence on the effectiveness of policy implementation resulting from the current traffic forum.

## **5.2. The Effect of Positive Disposition on the Effectiveness of Policy Implementation From the Results of Traffic Forum Implementation**

It can be seen that with the attitude of members of the Kediri Police Traffic Unit who are sure about the results of the traffic forum, always want to know the various problems that cause congestion at Kkreng and being supportive of every traffic forum result regardless of whether the results are realistic or not to be implemented, this variable can be positive effect on the effectiveness of policy implementation from the results of the implementation of the traffic forum. This is evident from the results of the analysis which shows the value of  $t_{count} = 11.724$  greater than the  $t$  value  $t_{table} = 1.66088$  or  $t_{count} > t_{table}$ . This means that the disposition can be used as a basis for positively influencing the effectiveness of policy implementation from the results of the Traffic Forum implementation.

## **5.3. The Positive Influence of Human Resource Competence and Disposition on the Effectiveness of Policy Implementation From the Results of Traffic Forum Implementation**

From the results of the study indicate that the value of  $F_{count}$  of 310.408, at Sig. (P) = 0.000. This shows that  $310.408 > 3.09$  or  $F_{count} > F_{table}$ , which means that there is a simultaneous positive influence on the competence of human resources and dispositions on the effectiveness of policy implementation from the results of implementing traffic forums.

In the previous explanation it is known that HR competence (x1) is partially insignificant or does not have a positive influence on the effectiveness of policy implementation from the results of the implementation of the traffic forum (Y), but when the calculation is carried out simultaneously with other variables which in this case are disposition variables (x2) then there is significance in variable Y. This shows that in order to make HR competence have a positive effect on policy effectiveness, it must be accompanied by the right disposition. Because if you only rely on competence, then based on the measurement results it turns out that it cannot have a positive influence on the effectiveness of policy implementation. Furthermore, regarding the percentage of simultaneous influence of the

independent variables on the effectiveness of policy implementation from the results of the implementation of the traffic forum, the coefficient of determination or R Square is 0.865. The R Square value of 0.865 comes from squaring the value of the correlation coefficient or R, which is  $0.930 \times 0.930 = 0.865$ . The magnitude of the coefficient of determination (R Square) is 0.865 or 86.5%. This figure implies that the HR Competency and Disposition variables simultaneously (together) affect the effectiveness of policy implementation variables from the results of the Traffic Forum implementation. While the rest ( $100\% - 86.5\% = 13.5\%$ ) is influenced by other variables outside the regression equation or variables that are not examined. So here it is necessary to increase HR competence accompanied by a good attitude or disposition so that it can have a positive influence on the effectiveness of policy implementation from the results of implementing traffic forums.

## **6. CONCLUSION**

1. Partially there is no positive effect on the Kediri Police Traffic Unit HR Competence ( $X_1$ ) on the effectiveness of policy implementation from the results of the Traffic Forum implementation (Y).
2. Partially, the results of the analysis show that there is a positive influence on disposition ( $X_2$ ) on the effectiveness of policy implementation from the results of the Traffic Forum implementation.
3. There is a positive influence on the competence of human resources and dispositions on the effectiveness of policy implementation from the results of the Traffic Forum implementation. As for the percentage of simultaneous influence of the independent variables on the effectiveness of policy implementation from the results of implementing the Traffic Forum, it is known that the HR Competency and Disposition variables simultaneously (together) influence the effectiveness of policy implementation variables from the results of the Traffic Forum implementation of 86.5%. While the rest ( $100\% - 86.5\% = 13.5\%$ ) is influenced by other variables outside the regression equation or variables that are not examined.

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