

The Influence Of Understanding The Code Of Ethics And Work Motivation On The Level Of Discipline Violations Among Police Members In The West Kalimantan Regional Police

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Abstract. *The 1945 Constitution of the Republic of Indonesia is a written basic law that serves as the foundation for the organization of national and state life. Article 1 paragraph (3) of the 1945 Constitution states that "The State of Indonesia is a state based on law." This formulation has fundamental meaning because it emphasizes the principle that Indonesia is not a state based solely on power (machtsstaat), but rather a state that places law as the basis and guideline in every aspect of national and state life. The concept of a state based on the rule of law is closely related to the founding ideals of the Indonesian nation, as stated in the Preamble to the 1945 Constitution, namely to protect all Indonesians, advance public welfare, enhance the nation's intellectual development, and realize social justice. Thus, law is viewed not only as an instrument of power, but also as a means to achieve justice, certainty, and protect the rights of citizens. In the context of Indonesian constitutional law, the affirmation of Article 1 paragraph (3) of the 1945 Constitution has broad implications, including the obligation of all state administrators to exercise power based on law, uphold human rights, and enforce the principle of equality before the law. also demands an independent, transparent and accountable judicial system as a guarantor of the upholding of the law. However, in practice, the implementation of the principle of the rule of law in Indonesia still faces various challenges. Violations of the law, injustice, and abuse of power are still common. This situation creates a gap between the ideals of the constitution and the reality of legal practice in the field. Therefore, a study of Article 1 paragraph (3) of the 1945 Constitution is important for a deeper understanding of how the principle of the rule of law can be implemented consistently to achieve justice and prosperity for all Indonesian people. Within the framework of the rule of law, the Indonesian National Police*

(Polri) has a very strategic role. This is emphasized in Article 30 paragraph (4) of the 1945 Constitution that "The Indonesian National Police as a state instrument that maintains public security and order is tasked with protecting, serving, and enforcing the law." Thus, the existence of the Polri is a manifestation of the principle of the rule of law, because through its duties and authorities, the Polri is at the forefront in realizing justice, order, and legal certainty in society.

Keywords: *Code Of Ethics; Influence; Regional Police; Work Motivation.*

1. Introduction

The 1945 Constitution of the Republic of Indonesia is a written basic law that serves as the foundation for the organization of national and state life. Article 1 paragraph (3) of the 1945 Constitution states that "The State of Indonesia is a state based on law." This formulation has fundamental meaning because it emphasizes the principle that Indonesia is not a state based solely on power (*machtsstaat*), but rather a state that places law as the basis and guideline in every aspect of national and state life.

The concept of a state based on the rule of law is closely related to the founding ideals of the Indonesian nation, as stated in the Preamble to the 1945 Constitution, namely to protect all Indonesians, advance public welfare, enhance the nation's intellectual development, and realize social justice. Thus, law is viewed not only as an instrument of power, but also as a means to achieve justice, certainty, and protect the rights of citizens.

In the context of Indonesian constitutional law, the affirmation of Article 1 paragraph (3) of the 1945 Constitution has broad implications, including the obligation of all state administrators to exercise power based on law, uphold human rights, and enforce the principle of equality before the law. It also demands an independent, transparent and accountable judicial system as a guarantor of the upholding of the law.

However, in practice, the implementation of the principle of the rule of law in Indonesia still faces various challenges. Violations of the law, injustice, and abuse of power are still common. This situation creates a gap between the ideals of the constitution and the reality of legal practice in the field. Therefore, a study of Article 1 paragraph (3) of the 1945 Constitution is important for a deeper understanding of how the principle of the rule of law can be implemented consistently to achieve justice and prosperity for all Indonesian people.

Within the framework of the rule of law, the Indonesian National Police (Polri) has a very strategic role. This is emphasized in Article 30 paragraph (4) of the 1945 Constitution that "The Indonesian National Police as a state instrument that maintains public security and order is tasked with protecting, serving, and enforcing the law." Thus, the existence of the Polri is a manifestation of the principle of the rule of law, because through its duties and authorities, the Polri is at the forefront in realizing justice, order, and legal certainty in society.

2. Research Methods

In this study, the author uses the type of Juridical Sociological research. Juridical Sociological is legal research that uses primary or field data as its main data, which

is then continued with secondary data as a continuation or supplement, Researching the effectiveness of a Law and Research that wants to find a relationship (correlation) between various symptoms or variables as a data collection tool consisting of observation, interviews, and questionnaires.¹

3. Results and Discussion

3.1. Respondent Characteristics

The research data was obtained from the results of a questionnaire distributed to 100 Indonesian National Police (POLRI) respondents at the West Kalimantan Regional Police. Respondent characteristics, including age, gender, and highest level of education, are described as follows:

a. Age

Table 3.1Respondent Age

No	Age	Frequency	Percentage (%)
1	15-20 years	13	13.0
2	21-25 years old	56	56.0
3	26-30 years old	23	23.0
4	31-35 years old	2	2.0
5	36-40 years old	3	3.0
6	> 41 years	3	3.0
Total		100	100.0

Source: Processed Data, 2026

¹Amirudin. 2017. Introduction to Legal Research Methods. Raja Grafindo Persada. Jakarta, p. 9

The results of the analysis of Table 3.1 provide an illustration that from the sample taken as many as 100 respondents from members of the Indonesian National Police at the West Kalimantan Regional Police, it turns out that in terms of age there are 6 groups and the age of 21-25 years is the most taken as much as 56%, then those under 26-30 years as much as 23%, 15-20 years as much as 13%, 36-40 years and >41 years as much as 3%.

b. Gender

Table 3.2 Respondent Gender

No	Gender	Frequency	Percentage (%)
1	Man	44	44.0
2	Woman	56	56.0
Total		100	100.0

Source: Processed Data, 2026

Based on Table 3.2 above, this study used 100 student respondents. From the gender perspective, 56% of the selected samples were female and 44% were male. This indicates that among the Indonesian National Police (POLRI) members at the West Kalimantan Regional Police (POLDA), the majority were female.

c. Level of Education

Table 3.3 Respondent's Education Level

No	Educational level	Frequency	Percentage (%)
1	SENIOR HIGH SCHOOL	61	61.0
2	D3	4	4.0
3	S1	35	35.0
Total		100	100.0

Source: Processed Data, 2026

Based on the distribution table of respondents' educational levels, it is known that the majority of respondents had a high school education, namely 61 people (61.0%). Furthermore, respondents with a bachelor's degree (S1) numbered 35 people (35.0%). Meanwhile, respondents with a D3 education level were the smallest number, namely 4 people (4.0%). Thus, it can be concluded that the majority of respondents in this study were dominated by individuals with a high school educational background, which indicates that the characteristics of respondents tended to be at the secondary education level.

3.2. Data analysis

a. Validity Test and Reliability Test

This test was conducted to determine whether the data obtained in the field was truly worthy of research. This test used validity and reliability tests.

1). Validity Test

The research instrument used in this study has 19 statements with 100 respondents of Polri members in Polda West Kalimantan. Based on table 3.4, it is stated that there are 19 question items consisting of 6 questions about understanding the code of ethics, 7 questions about work motivation, and 6 questions about the discipline of Polri members which are useful for determining whether each indicator of the questionnaire statement is valid or not can see the comparison between Rtable and Rcount. Rtable. In table 3.4 with the value of r product moment if N is 100 with a level of $\alpha = 0.05$, it shows that Rtable is 0.1663, meaning that each item of the questionnaire has valid results, so it can be said that the 19 questions in the questionnaire can be said to be valid.

Table 3.2 Validity Test Results

No	Variables	Question Items	R table	R count	Information
1	Understanding the Code of Ethics (X1)	X1.1	0.1663	0.941**	Valid
		X1.2	0.1663	0.909**	Valid
		X1.3	0.1663	0.947**	Valid

		X1.4	0.1663	0.947**	Valid
		X1.5	0.1663	0.946**	Valid
		X1.6	0.1663	0.945**	Valid
2	Work Motivation (X2)	X2.1	0.1663	0.593**	Valid
		X2.2	0.1663	0.686**	Valid
		X2.3	0.1663	0.865**	Valid
		X2.4	0.1663	0.667**	Valid
		X2.5	0.1663	0.807**	Valid
		X2.6	0.1663	0.811**	Valid
		X2.7	0.1663	0.830**	Valid
3	Discipline (Y)	Y1	0.1663	0.814**	Valid
		Y2	0.1663	0.889**	Valid
		Y3	0.1663	0.884**	Valid
		Y4	0.1663	0.888**	Valid
		Y5	0.1663	0.829**	Valid
		Y6	0.1663	0.764**	Valid

2. Reliability Test

After the validity test was conducted, a reliability test was conducted using the Cronbach Alpha formula, which has a value of 0.6. A questionnaire can be said to

be reliable if each variable has a Cronbach alpha value > 0.6 . A questionnaire can be said to be reliable if the Cronbach alpha value is > 0.6 . Based on table 3.5, it shows that each variable has a Cronbach alpha value > 0.6 . So it can be said that the questionnaire used in this study is reliable. Researchers conducted a reliability test with 100 respondents, which showed that each variable had a Cronbach alpha > 0.6 . The following are the results of the reliability test that has been carried out:

Table 3.2 Reliability Test Results

No	Variables	<i>Cronbach's alpha</i>	Information
1	Understanding the code of ethics	0.970	Reliable
2	Work motivation	0.800	Reliable
3	Discipline	0.913	Reliable

b. Classical Assumption Test

This test is conducted to determine whether the data used deviates from classical assumptions. Three assumption tests are used in the test: normality, multicollinearity, and heteroscedasticity. The results of the three tests are as follows:

1). Normality Test

Although the normality test results indicate that the data is not normally distributed, parametric statistical analysis can still be used because the sample size of this study reached 100 respondents. Based on the Central Limit Theorem, with a large sample size, parametric tests are robust against violations of the normality assumption.

Table 3.2 Normality Test Results

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			100
Normal Parameters ^{a,b}	Mean		0.0000000
	Standard Deviation		0.92452135
Most Extreme Differences	Absolute		0.354
	Positive		0.286
	Negative		-0.354
Test Statistics			0.354
Asymp. Sig. (2-tailed)			.000 ^c
Monte Carlo Sig. (2-tailed)	Sig.		.000 ^d
	99% Confidence Interval	Lower Bound	0,000
		Upper Bound	0,000

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Based on 10000 sampled tables with starting seed 92208573.

Although the results of the normality test indicate that the data is not normally distributed because the sig. 0.00 value is < 0.05 , parametric statistical analysis can still be used because the sample size of this study reached 100 respondents. Based on the Central Limit Theorem, with a large sample size, parametric tests are robust against violations of the normality assumption.

2). Multicollinearity Test

The multicollinearity test aims to determine whether a regression model detects correlation between independent variables. A good regression model should have no correlation between independent variables. Multicollinearity in a regression model can be detected by examining the Variance Inflation Factor (VIF) value.

Table 3.2 Multicollinearity Test

Coefficients ^a			
Collinearity Statistics			
	Model	Tolerance	VIF
1	Understanding the code of ethics	0.588	1,700
	Work motivation	0.588	1,700

a. Dependent Variable: discipline of Polri members

Based on the results of Table 3.5, it shows that both understanding of the code of ethics and work motivation have a tolerance value of less than 1 and the VIF has a value of less than 10, so it can be said that the data does not experience multicollinearity.

3.3. Heteroscedasticity Test

The heteroscedasticity test aims to determine whether there is inequality in the variances of residuals or other observations in a regression model. Several methods exist to determine the presence or absence of heteroscedasticity in a regression model, but this study uses a scatterplot test.

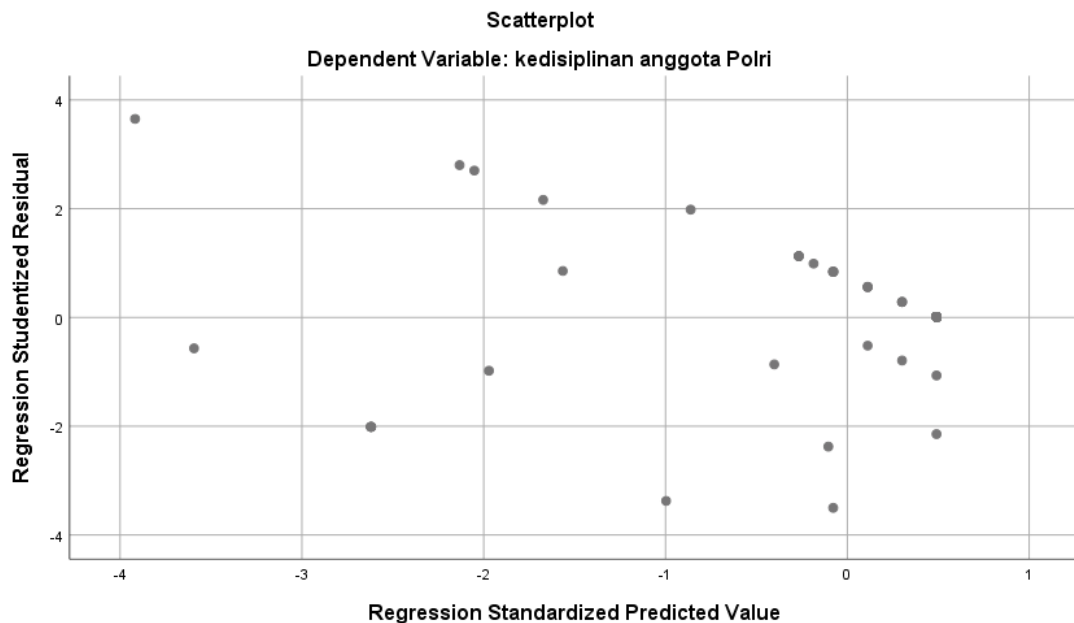


Figure 3.3 Chartscatterplot

Based on the scatterplot graph, it shows that there is a clear pattern and points spread above and below the number 0 on the Y axis. So it can be concluded that there is no heteroscedasticity in the regression model.

4. Conclusion

Understanding the code of ethics has a positive and significant impact on the discipline of Indonesian National Police (Polri) members at the West Kalimantan Regional Police. This indicates that the better a police officer's understanding of the professional code of ethics, the higher their level of discipline in carrying out their duties and complying with applicable regulations. Work motivation has a positive and significant impact on the discipline of Indonesian National Police (Polri) members in West Kalimantan. This finding indicates that high work motivation can encourage Polri members to work in a disciplined and responsible manner, and carry out their duties in accordance with organizational regulations. Work motivation and understanding of the code of ethics simultaneously significantly influence the discipline of Indonesian National Police (Polri) members in West Kalimantan. These two variables explain most of the variation in discipline among Polri members, thus concluding that improving discipline requires synergy between internal motivation in the form of work motivation and a strong understanding of the professional code of ethics.

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