

## ABSTRAK

Penelitian ini menguji pengaruh pengetahuan, kemampuan dan pengalaman kerja terhadap kinerja Sumber daya manusia pada Ditintelkam Polda Jatim, latar belakang dari penelitian ini masih adanya kendala dalam meningkatkan kinerja sumber daya manusia pada Ditintelkam Polda Jatim antara lain masih terdapat 15 anggota polisi yang baru lulus pendidikan pembentukan polisi di sekolah polisi negara mojokerto belum memiliki kemampuan, pengetahuan dan pengalaman kerja sebelumnya sehingga menyebabkan kurang menguasai pekerjaan ditambah lagi adanya sifat malas dan tidak peduli dengan lingkungannya, dan harus dilakukan pengenalan maupun pelatihan serta Bintra (memberikan pengetahuan tentang hierarki dalam kepolisian) guna terciptanya suasana kerja yang kondusif dan menunjang kinerja yang mumpuni.

Selain itu didukung adanya gab research dari Hasil penelitian yang menunjukkan adanya pengaruh antara lain Penelitian yang dilakukan Ibrahim, Boerhannoeddin et al. (2017), Penelitian yang dilakukan Saputra, Hendriani et al. (2018), Penelitian yang dilakukan Puspita (2018), Penelitian yang dilakukan Nur'aeni and Sudirman (2019), Albunsyary, Muninghar et al. (2020), dan Penelitian Ming and Ahmad (2020). Sedangkan Penelitian kedua yang dilakukan Nur'aeni and Sudirman (2019) menunjukkan tidak adanya pengaruh. Dengan demikian, peneliti ingin membuktikan secara empiris mengenai pengaruh pengetahuan, kemampuan, dan-pengalaman kerja terhadap kinerja sumber daya manusia pada Ditintelkam Polda Jawa Timur.

Jenis penelitian ini termasuk penelitian asosiatif sehingga menggunakan metode kuantitatif (pengumpulan dan analisis data dalam bentuk numerik), Jenis dan Sumber Data dari penelitian ini adalah Data Primer yang diperoleh langsung dari hasil angket yang diberikan kepada pegawai Ditintelkam Polda Jatim yang memenuhi syarat sampel. Teknik pengumpulan data menggunakan purposive sampling, Uji Hipotesis dengan program WarpPLS 6.0. Hasil penelitian menunjukkan bahwa Pengetahuan, kemampuan dan pengalaman kerja berpengaruh secara signifikan terhadap kinerja SDM di Ditintelkam Polda Jatim.

## **ABSTRACT**

This research examines the effect of knowledge, abilities and work experience on the performance of human resources at the East Java Police Ditintelkam, the background of this research is that there are still obstacles in improving the performance of human resources at the East Java Police Ditintelkam, among others, there are 15 members of the National Police who have just graduated from formation education. Police at the Mojokerto state police school do not have the ability, knowledge and previous work experience, causing them to lack mastery of work, plus they are lazy and don't care about their environment, and introduction and training must be carried out as well as Bintra (providing knowledge about the hierarchy in the police) in order to create an atmosphere conducive work and support qualified performance.

In addition, it is supported by the existence of gab research from research results that show an influence, among others, research conducted by Ibrahim, Boerhannoeddin et al. (2017), Research conducted by Saputra, Hendriani et al. (2018), Research conducted by Puspita (2018), Research conducted by Nur'aeni and Sudirman (2019), Albunsiyary, Muninghar et al. (2020), and Ming and Ahmad Research (2020). Meanwhile, the second research conducted by Nur'aeni and Sudirman (2019) showed no effect. Thus, the researcher wants to prove empirically the effect of knowledge, ability, and work experience on the performance of human resources at the Ditintelkam Polda East Java.

This type of research includes associative research so that it uses quantitative methods (collection and analysis of data in numerical form), Types and Sources of Data from this study are Primary Data obtained directly from the results of questionnaires given to Ditintelkam employees of the East Java Regional Police who meet the sample requirements. Data collection techniques using purposive sampling, Hypothesis Testing with the WarpPLS 6.0 program. The results showed that knowledge, skills and work experience had a significant effect on the performance of human resources in the Ditintelkam of the East Java Police.