

THE EFFECT OF SELF LEADERSHIP, SELF ABILITY AND RESILIENT ON THE PERFORMANCE OF INVESTIGATORS IN SATRESKRIM OF THE SURABAYA POLRESTABES THROUGH ORGANIZATIONAL COMMITMENTS AS INTERVENING VARIABLES

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ABSTRACT

Every government institution serving the community is required to provide excellent service. Therefore qualified employees are needed to improve performance. This study aims to prove and analyze the effect of the variables of self-leadership, self-ability, resilience on organizational commitment, self-leadership, self-ability, resilience, organizational commitment on the performance of investigators. The sample used is 90 respondents who are investigators in Satreskrim of the Surabaya Polrestabes. Data analysis using PLS (Partial Least Square). The results showed; 1) the leadership variable has a positive and significant effect on the organizational commitment variable, 2) the leadership variable has a positive but not significant effect on the investigator variable, 3) the self-ability variable has a positive and significant effect on the organizational commitment variable, 4) the self-ability variable has a positive and significant effect on research, 5) the resilient variable has a positive and significant effect on the organizational commitment variable, 6) the resilient variable has a positive but not significant effect on the investigator's performance variable, 7) organizational commitment has a positive and significant effect on the investigator's performance variable.

Keywords: *Self-leadership, Self ability, Resilient, Organizational commitment, performance of investigators.*

Introduction

The city of Surabaya is the second metropolitan city after DKI Jakarta. Besides that, the city of Surabaya is the capital city of the province of East Java. Such circumstances make the city of Surabaya have its own charm for people to try their luck and seek their fortune to meet their needs. Thus, the city of Surabaya is the busiest city with various kinds of complex problems.

Criminal Investigation Unit (Satreskrim) Surabaya Polrestabes Polda East Java, having its address at Jl. Taman Sikatan No. 01 Surabaya is a government agency tasked with

maintaining Harkamtibmas by providing excellent service to the community, especially in investigations and case investigations.

Police Report Data In the last 5 (five) years, the number of public reports (total crime) handled by Surabaya Polrestabes investigators is increasing. However, solving cases (crime cleaning) is still a large number of issues that have not been resolved properly. If an evaluation is not immediately carried out on the performance of investigators will have an impact on decreasing public confidence in the performance of the Police, as indicated by the number of public complaints against

investigations carried out by the Surabaya Police Satreskrim.

The low number of cases handled by the Surabaya Police Investigation Unit investigators can be influenced by several factors, namely the number of cases/police reports from the community, the difficulty level of the cases being handled, the position of the suspect/witness outside Surabaya, as well as evidence that has been lost, this will hinder and requires a longer time in the process of resolving cases handled by investigators of the Surabaya Police Investigation Unit.

The performance of the Surabaya Police Investigation Unit Investigator in handling a case regardless of time, situation, and condition cannot be separated from how the value system is internalized to individuals and organized groups to work effectively, respond quickly in dealing with problems also very much depends on the role of self-leadership, which is an effort. To influence oneself to exert oneself to work better (Manz and Sims, 2012:15). Self-leadership motivates investigators to lead themselves in contributing to organizational performance. Thus the ability to lead personally in practice provides sufficient strength to encourage better employee performance for the organization. This is possible because the created climate offers space for each individual to complete work in their way (Eva; Mujanah Siti et al: 2018)

Self-leadership is very influential in the way a person acts, especially in making a person more enthusiastic in carrying out an activity or job, committing to something and performance, especially in organizational empowerment. Meanwhile, self-leadership can encourage the creation of perceptions of control and responsibility that will positively affect performance outcomes (Manz and Sims, 2012). In improving individual performance,

an investigator must have the right expertise and personal traits to achieve performance goals. Such a person is called achievement orientation, that is, someone who is motivated based on achievement orientation, someone who works with an achievement orientation that is aimed at leading to success, will work with quick feedback and even tends to choose more difficult tasks, namely tasks that require greater effort. But it still can be done as a challenge itself. Therefore, the Self Leadership of an investigator is expected to increase achievement motivation to affect efforts to improve organizational performance in resolving case investigations.

Cases handled by Investigators of the Surabaya Police Investigation Unit continually develop with various problems and technological developments from year to year. This is one factor that is difficult for investigators to solve cases. Therefore, investigators who have good self-ability need physical endurance and intellectual ability to handle cases so that every case handled can be adequately resolved and contribute to organizational performance in providing excellent service to the community. Self-ability is a talent that a person must have in performing physical or mental tasks, while skills are talents that a person has and can be learned in carrying out a job (Ivancevich; John M. et al., 2017). According to Robbins; Stephen P., and Timothy Judge (2018), self-ability is an individual's capacity to perform various tasks in a job. Generally, individual capacity is influenced by the contribution of knowledge, skills, and attitudes embedded in a person's mind, parents, teachers, and the environment. Meanwhile, according to (Gibson et al. 2017) defines self-ability as the potential possessed to carry out work, while ability is a trait that is innate and can be learned. Self-ability has a positive and

significant effect on employee performance (Abellia; S. Mujanah: 2021), meaning that employees will complete their work well with good abilities.

Every investigator handling cases is required to work extra so that every case handled can be resolved on time. In the case settlement process, it is not uncommon for investigators to experience difficulties and pressure from both internal and external. Therefore every investigator must have a way of dealing with pressure in him. Rutter (2006) stated that each individual has different responses to their respective difficulties and has a different balance between negative and positive influences. Therefore, investigators must have the resilience to rise from adversity or depressed situations. Investigators who have high resilience in carrying out their work will make investigators able to overcome stress, trauma, and other problems in solving cases. If the investigator does not have resilience, the investigator will be weak and powerless in handling cases when facing both internal and external pressure.

Resilience in positive psychology is seen as the ability to bounce back from situations from adversity, uncertainty, conflict, failure, or changing events that increase the responsibility to be more advanced and reasonable (Luthans, 2007). Resilience is the ability to continue to seek faced with trials or failures or the ability to continue to persevere even when faced with pressures or challenges that continue to confront. Therefore, every investigator needs to have and develop resilience, meaning every investigator can endure hardships, disappointments, or challenges. Resilient investigators are seen when they are in a challenge or problem. The more a person survives with many challenges and obstacles, the more he has succeeded in developing resilient characteristics in himself or not.

The performance of investigators in handling a case gets excellent attention from the leadership because the performance of investigators will significantly impact the performance of the Surabaya Police Criminal Investigation Unit. The performance of the investigator cannot be separated from the commitment of the investigator. The organizational commitment is defined as the investigator's alignment with the Investigation Unit and its goals and desires to maintain membership in the organization.

Investigators who are highly committed will have high productivity. On the other hand, low investigator commitment has a negative impact. Employees with low commitment will not give their best to the organization and quickly leave Sumiati and Ketut Dewa et al. (2018). Tobing (2009) explains that employees with high organizational commitment have different attitudes than those with low commitment.

Organizational commitment is defined as the investigator's alignment with a particular organization and its goals and desires to maintain membership in that organization. Michael E. Porter, et al. (2014) defines organizational commitment as an individual's relative strength to an organization and his involvement in a particular organization, which is characterized by three psychological factors: (1) a strong desire to remain a member of a particular organization, (2) the desire to try hard for the sake of the organization and (3) A definite belief in and acceptance of the values and goals of the organization. Organizational commitment implies more than passive loyalty to the organization, more than just loyalty because organizational commitment implies a functional relationship between investigators and organizations, especially the Surabaya Police Investigation Unit.

From the problems above, is there any influence of Self Leadership, Self Ability, Resilience on the Performance of Investigators through Organizational Commitment at the satreskrim of the Surabaya Polresta.

Problem formulation

1. Does self-leadership affect organizational commitment at the satreskrim of the Surabaya Polresta?
2. Does self-leadership affect the performance of investigators at the satreskrim of the Surabaya Polresta?
3. Does self-ability affect organizational commitment at the satreskrim of the Surabaya Polresta?
4. Does self-ability affect the performance of investigators at the satreskrim of the Surabaya Polresta?
5. Does resilience affect organizational commitment at the satreskrim of the Surabaya Polresta?
6. Does resilience affect the performance of investigators at the satreskrim of the Surabaya Polresta?
7. Does organizational commitment affect the performance of investigators at the satreskrim of the Surabaya Polresta?

Research purposes

Based on the background and formulation of the problem that has been described as follows:

1. To prove and analyze the influence of self-leadership on organizational commitment at the satreskrim of the Surabaya Polresta.
2. To prove and analyze the influence of self-leadership on performance of investigators at the satreskrim of the Surabaya Polresta.

3. To prove and analyze the effect of self-ability on organizational commitment at the satreskrim of the Surabaya Polresta.
4. To prove and analyze effect of self-ability on the performance of investigators at the satreskrim of the Surabaya Polresta.
5. To prove and analyze the effect of resilience on organizational commitment at the satreskrim of the Surabaya Polresta.
6. To prove and analyze the effect of resilience on investigators' performance at the satreskrim of the Surabaya Polresta.
7. To prove and analyze effect of organizational commitment on the performance of investigators at the satreskrim of the Surabaya Polresta.

Previous Research

1. Eva Rachmawati, Siti Mujanah, Wiwik Retnaningsih, (2018).

Research conducted by Eva Rachmawati, Siti Mujanah, Wiwik Retnaningsih (2018) entitled "The influence of self-leadership, social intelligence, employee ability on organizational commitment and performance of employees of the population control department, women's empowerment and child protection in the city of Surabaya". The purpose of this study was to analyze the influence of self-leadership, social intelligence, employee ability on organizational commitment and employee performance. This type of research is quantitative. Descriptive data analysis uses the SmartPLS package. The results of the study (1) Self-leadership has no

significant effect on organizational commitment, (2) social intelligence and employee abilities have a significant effect on organizational commitment, (3) self-leadership, social intelligence, and employee abilities have a significant effect on employee performance, (4) organizational commitment has a significant effect on employee performance.

2. Sungging Darupaksi, (2020).

Research conducted by Sungging Darupaksi, (2020), entitled "The Effect of Organizational Support, Value Conformity and Employee Resilience on the organizational commitment of PD BPR BKK Purwokerto". This study aimed to determine the effect of organizational support, value conformity, and employee resilience on organizational commitment. This type of research is quantitative. The sampling method uses the Area Proportional Random Sampling (APRS) method. The results of this study indicate that organizational support has a positive effect on organizational commitment. Value fit has a positive effect on organizational commitment. Employee resilience has a positive effect on organizational commitment.

3. Qikki Ocktafian, (2021).

Research conducted by Qikki Ocktafian, (2021) entitled "The Effect of Employee Resilience on Employee Performance Through Life Satisfaction". This study aimed to determine the effect of employee resilience on employee performance through life satisfaction. This study uses quantitative methods. Statistical analysis using Partial Least Square with smartPLS 3.3 software. The results of this study indicate that there is

a positive and significant influence between employee resilience on employee performance and performance. However, no significant effect was found between life satisfaction on employee performance.

4. Abellia Permatasari, Siti Mujanah. (2021).

Research conducted by Abellia Permatasari, Siti Mujanah. (2021) entitled "The Effect of Self Ability, Compensation, and Self Efficacy on Employee Performance At Rizqy Jaya Mulia Sidoarjo Company, Variable Self ability, Compensation, Self Efficacy, Employee Performance", The purpose of this study is to analyze the effect of Self Ability, Compensation, and Self efficacy on employee performance, this type of research is quantitative, descriptive data analysis uses the SmartPLS, the results of the research on self-ability, compensation and self-efficacy have a positive and significant effect on employee performance partially and simultaneously.

5. Sumiati, I Dewa ketut Raka Ardiana, Auliya Ika Pratiwi. (2018).

Sumiati, I Dewa Ketut Raka Ardiana, Auliya Ika Pratiwi. (2018) entitled "The effect of organizational commitment, Quality of Work Life (QWL), on Organizational Citizenship Behavior (OCB) and employee performance at the Population and Civil Registration Service of Bangkalan Regency, Madura, East Java", The purpose of this study was to determine the effect of organizational commitment and quality of work-life (QWL), organizational citizenship behavior (OCB) and performance. This type of research is quantitative. Data analysis

using the structural equation model (SEM). The results of the study, (1) significant organizational commitment variable to organizational citizenship behavior variable (OCB), (2) significant organizational commitment variable to employee performance variable, (3) quality of work-life variable (QWL) significant to organizational citizenship behavior variable (OCB). (4) the variable of quality of work-life (QWL) is significant to the variable of employee performance, (5) the variable of organizational citizenship behavior (OCB) is significant to the variable of performance.

Literature Review

Self Leadership

According to Eva; Siti Mujanah et al.: (2018), Self Leadership is an attempt to influence oneself to exert oneself to work better, with indicators: asking for advice from others, being able to manage oneself, doing self-development, knowing oneself.

Self-leadership is a psychological construct of a person's capacity for performance improvement through a repertoire of ongoing cognitive, motivational strategies, and self-navigating behaviors Cural and Marques-Quinteiro (2009: 165). Self-leadership is the competency to guide oneself in challenging situations that prioritizes goal attainment and proposes setting goals and striving for goals. From a self-management perspective, self-leadership is based on managing strategic objectives. According to Sims and Manz (2012) Self-leadership has four dimensions:

1. Self Modeling is a behavior leaders show for self-leadership development through an example related to the way the leader works,

especially regarding examples of delivery that employees easily understand.

2. Self-goal setting is the method used by the leadership in setting company goals by involving employees.
3. Natural rewards, namely the rewards given by the leadership, are not in the form of material but by teaching employees how to respect themselves and build natural rewards into their work.
4. Positive patterns are behaviors developed by leaders towards employees to think independently to take advantage of all opportunities and solve all obstacles in their work.

The definition of self-leadership above shows the importance of controlling one's motivation, cognition, and actions to carry out the tasks for which they are responding correctly. When a person's control over himself can produce the desired actions, both by himself and his organization, it can be stated that the individual has a high degree of self-leadership.

Self Ability

Based on Robbins' theory (2018); Gibson et al. (2009), a self-ability variable is defined as the level or level of an employee's ability about the work for which he is responsible. Indicators of self-ability (Gibson, 2009) are :

1. Competence;
2. The level of technical skills possessed;
3. The level of managerial skills possessed;
4. Ability to solve problems at work;
5. Ability to self-study; and
6. Ability to cooperate with colleagues.

Resilient

Grothberg (2014) defines resilience as the human ability to face, overcome, gain strength, and even achieve self-transformation after experiencing adversity. Because departing from trouble, individuals will find a way to solve problems that have been experienced.

Reivich and Shatte (2002) define resilience as the ability to respond healthily and productively when dealing with adversity or trauma, which is very important for controlling the stresses of a person's daily life. Reivich and Shatte (2002) describe seven abilities that makeup resilience, namely :

1. Emotion regulation (emotional regulation) is the ability to remain calm under stressful conditions.
2. Impulse control is the individual's ability to control desires, urges, likes, and pressures that arise from within.
3. Optimism, Resilient individuals are optimistic individuals.
4. Self-Efficacy is the result of successful problem-solving.
5. Causal analysis refers to individuals' ability to accurately identify the causes of the problems they face.
6. Empathy, as the ability to understand and have concern for others.
7. Achievement (Reaching Out) can overcome adversity and rise from adversity, and the individual's ability to achieve positive aspects of life after adversity befalls.

Organizational Commitment

Some experts define employee organizational commitment as follows:

1. According to Indra Kharis (2010), organizational commitment is when an employee sided with a particular organization and the goals and

desires to maintain membership. So high job involvement means taking sides in an individual's specific job.

2. Mathis and Jackson (2011) define "organizational commitment as the degree to which employees believe and accept the organization's goals and will stay or will not leave the organization".
3. According to Moorhead and Griffin (2015) organizational commitment is an attitude that reflects the extent to which an individual recognizes and is bound to his organization. A highly committed individual is likely to see himself as a genuine member of the organization.
4. Kreitner and Kinicki in Putu and I Wayan (2017) organizational commitment is an agreement to do something for oneself, other individuals, groups, or organizations.

According to Indra Kharis (2010), indicators of organizational commitment are :

1. Willingness is an employee's sense of care or willingness to hold commitments in an organization.
2. Loyalty, employee loyalty to the place where they work is something that the company highly desires because having a sense of loyalty to each of its employees will lead to an attitude of loyalty and of course, will continue to hold commitments in the organization even though they have been offered in other companies.
3. Pride in the organization, a sense of pride in an organization is the goal in organizing because the sense of pride that arises starts from a sense of love and loyalty to the organization and is supported by an attitude of responsibility towards what is done

and slowly the process achieves success, and a sense of pride will arise in the organization.

4.

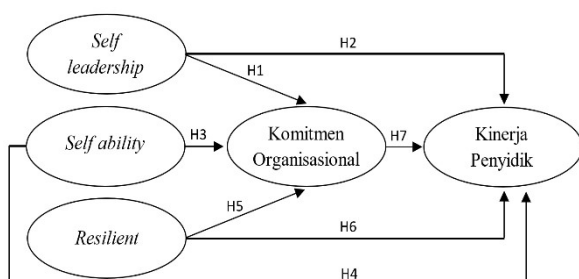
Investigator Performance

According to Mangkunegara (2016: 67), performance comes from job performance or actual performance (work achievement or actual achievement achieved by someone). Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties following the responsibilities given to him Mangkunegara (2016: 67).

Edison (2016: 190) performance results from a process that refers to and is measured over a certain period of time-based on pre-determined provisions or agreements. According to Edison (2016: 195), the performance dimensions consist of:

1. Target is an indicator of the fulfillment of the number of goods, jobs, or money generated.
2. Quality is essential because the resulting quality becomes a strength in maintaining customer loyalty.
3. Completion time and timely completion ensure that the distribution and delivery of workers are specific. This is the capital to create customer trust.
4. Adhering to the principle must meet the target, quality, and on-time and must be done correctly, transparent, and accountable.

Kerangka Konseptual dan Hipotesis



Based on the conceptual framework above, the hypothesis in this study is:

- H1. Self-leadership significantly affects organizational commitment at the Satreskrim Polrestabes Surabaya.
- H2. Self-leadership has a significant effect on the performance of investigators at the Satreskrim Polrestabes Surabaya.
- H3. Self-ability has a significant effect on organizational commitment at the Satreskrim Polrestabes Surabaya.
- H4. Self ability has a significant effect on the performance of investigators at the Satreskrim Polrestabes Surabaya.
- H5. Resilience has a significant effect on organizational commitment at the Satreskrim Polrestabes Surabaya.
- H6. Resilience has a significant effect on the performance of investigators at the Satreskrim Polrestabes Surabaya.
- H7. Organizational commitment has a significant effect on the performance of investigators at the Surabaya Police Satreskrim.

Population

The population consists of objects/subjects with certain qualities and characteristics set by the researcher to study and draw conclusions (Sugiyono, 2017:80). The population investigated in this study were all investigators of the Surabaya Police Satreskrim with the Causal Explanatory type.

Sample

According to Sugiyono (2014:85), all should be taken if the subject is less than 100 people. Because the number of population subjects in this study was 90 people where the number was less than 100 people, then all population subjects were taken as samples so that the sampling technique used is total sampling or saturated sampling, which is a

sampling technique when all members of the population are used as samples.

Data Source

This study uses a quantitative method that uses primary data from questionnaires distributed by the researchers themselves via google form to respondents investigators Satreskrim Polrestabas Surabaya.

Method of collecting data

The method used to research is a survey method, which uses a questionnaire as a data collection tool. Questionnaires were distributed to respondents according to the characteristics of the samples described previously. After filling out the questionnaire, it will be selected. Only data from the questionnaire that has been filled out completely and by the filling instructions will be processed further. Then tabulate the results of the respondents' research and test the research model using the PLS (Partial Least Structural) statistical program.

The data collection technique is done by giving a set of questions or a written statement to the respondent to answer using a google form. The questionnaire that will be used in this study has two parts, namely: the first part contains questions to obtain general information about the identity of the respondent, which helps determine the suitability of the respondent's characteristics with sample criteria such as 1) Gender, 2) Age, 3) Education level, 4) Rank, 5) Working period. The second part contains questions to obtain research data related to research variables.

The scale used in the questionnaire is a Likert scale, where the score ranges for each statement item with an interval of 1-5. The questionnaire is closed because the answers have been provided, so it is closed for

respondents to answer outside the answers provided (Singarimbun and Effendi, 2011:177).

Analysis and Discussion

According to gender, male sex dominates 78 respondents (86%) and female as many as 12 respondents or (14%). Respondents' age was 36-45 years (62%), while those aged >56 years were 2%. Education level of respondents as much as 54% have a bachelor's degree. Respondents with the rank of Aipda were 31 or (34%) of the total respondents, while respondents who had a working period of 11-20 years were 50 respondents or (60%).

Instrument Validity Test

The validity test was conducted to determine how the statement items could measure each of the variables studied. To measure the validity of the questionnaire, the corrected Pearson product-moment correlation was used. If the correlation value in each statement item produces a value greater than the r table (0.361), then the statement item is declared valid. If the correlation value produces a value smaller than r table 0.361, the statement item is declared invalid. Validity testing was carried out with the help of the SPSS program.

The validity test results using corrected correlation on each statement item on each variable produce a corrected correlation value greater than r table 0.361, so it can be concluded that all statement items used to measure variables are valid and can be used as good instruments to measure each variable.

The correlation coefficient $r_{xy} >$ the cut off value of 0.219 the R-value on the indicator variables X1, X2, X3, Z, and Y has a value $>$ from R table 0.219, it can be concluded that all indicators have been declared valid

Instrument Reliability Test

A reliability test is used to determine the reliability (consistency) of the instrument (measuring instrument) in the form of a questionnaire. This reliability test was carried out using the Cronbach's alpha technique with the provision that the questionnaire was declared reliable if the measurement of a variable had a Cronbach's alpha value of 0.60 (Malhotra in Solimun, 2002:71).

Cronbach's Alpha Value

Variable	Cronbach's Alpha	Critical Value	Criteria
X ₁	0,773	≥ 0,60	Reliabel
X ₂	0,900	≥ 0,60	Reliabel
X ₃	0,912	≥ 0,60	Reliabel
Z	0,837	≥ 0,60	Reliabel
Y	0,914	≥ 0,60	Reliabel

Cronbach's alpha value for all research variables is greater than 0.60. It can be concluded that the preparation of questionnaire statement items on self-leadership, self-ability, resilience, organizational commitment, and investigator performance can be declared reliable and trustworthy, a measuring tool that produces answers consistently.

Outer Model Evaluation

The convergent validity test of the indicators depends on the type of the indicator itself. In this case, the indicator items from each variable are reflective so that if there are invalid items, the thing will be eliminated. The indicator of each variable is said to be valid if the value of the T-statistic is 1.96 (Ghozali, 2018).

T-statistic indicators of each variable the smallest value of 4.047 (≥ 1.96) for that all indicators are valid.

The method to see discriminant validity is to look at the square root of the average variance extracted (AVE) value. The recommended value is above 0.5.

AVE Value

	Average Variance Extracted (AVE)	Akar Average Variance Extracted (AVE)
Y	0.665	0,824
Z	0.591	0,768
X ₃	0.574	0,779
X ₂	0.649	0,851
X ₁	0.475	0,638

Based on the table above, all constructs have an AVE (average variance extracted) value above 0.5; Likewise, the square root value of AVE gets a value of more than 0.5 so that it meets good validity test standards

The reliability test can be measured by looking at the composite reliability value. Hair et al. (2014) stated that composite reliability measures the real value of the reliability of a construct. It is also stated that to be a reliable construct, the applicable rule of thumb is > 0.7 for the composite reliability value.

Composite Reliability Value

	Composite Reliability
Kinerja Penyidik	0.943
Komitmen Organisasinal	0.810
Resilient	0.946
Self Ability	0.944
Self Leadership	0.872

The table above shows that the composite reliability value for all constructs is above 0.7, indicating that all constructs in the estimated model meet the composite reliability criteria. The lowest composite reliability value is 0.810 in the Organizational Commitment construct.

Outer Model Evaluation

After the estimated model meets the Outer Model criteria, the next step is to test the structural model (Inner model). In PLS, the structural model is evaluated by calculating the Goodness of Fit (GoF). The reference in this GoF measurement is described by Hair et al. (2014) GoF values range from 0-1 with an interpretation of 0.1 (small GoF), 0.25 (moderate GoF), 0.36 (large GoF). The following table shows the average value of commonalities and the average R-square value.

R Square Value

	R Square	R Square Adjusted
Self Leadership		
Self Ability		
Resilient		
Komitmen Organisasi	0.539	0.521
Kinerja Penyidik	0.867	0.869

After the estimated model meets the Outer Model criteria, the next step is to test the structural model (Inner model). In PLS, the structural model is evaluated by calculating the Goodness of Fit (GoF). The reference in this GoF measurement is described by Hair et al. (2014) GoF values range from 0-1 with an interpretation of 0.1 (small GoF), 0.25 (moderate GoF), 0.36 (large GoF). The following table shows the average value of commonalities and the average R-square value.

Further testing can be done by looking at the value of the path coefficient or inner model which shows the level of significance in hypothesis testing. In terms of seeing the significance of the relationship between constructs, what is used is the T-test analysis of the path coefficient. The path relationship between these variables is considered

significant if it has T-statistics of more than 1.96.

path coefficient value

Variabel	Cronbach's Alpha	Nilai Kritis	Criteria
X ₁	0,773	≥ 0,60	Reliabel
X ₂	0,900	≥ 0,60	Reliabel
X ₃	0,912	≥ 0,60	Reliabel
Z	0,837	≥ 0,60	Reliabel
Y	0,914	≥ 0,60	Reliabel

Hypothesis Test

Exogenous variables on endogenous variables if T-statistics T-table (1.96) it is stated that there is a significant effect of exogenous variables on endogenous variables, namely:

- 1 The influence of Self Leadership on Organizational Commitment is 0.496, meaning that Self Leadership has a positive and significant effect on Organizational Commitment.
- 2 The influence of Self Leadership on an Investigator's Performance is 0.200, meaning that Self Leadership has a positive but not significant effect on Investigator's Performance.
- 3 The effect of Self Ability on Organizational Commitment is 0.437, meaning that Self Ability has a positive and significant impact on Organizational Commitment.
- 4 The effect of Self Ability on the Investigator's Performance is 0.446, meaning that Self Ability has a positive and significant impact on the Investigator's Performance.
- 5 The effect of Resilient on Organizational Commitment is 0.526, meaning that Resilient has a positive and significant influence on Organizational Commitment.

- 6 The effect of resilience on investigator performance is 0.262, meaning that resilience has a positive but not significant impact on investigator performance.
- 7 The Effect of Organizational Commitment on the Performance of Investigators is 0.489, meaning that Organizational Commitment has a positive and significant influence on the Performance of Investigators.

Conclusions and suggestions

Based on the problem formulation and research results, it can be concluded as follows:

1. Self-leadership has a positive and significant effect on organizational commitment. This means that the higher the self-leadership, the higher the organizational commitment.
2. Self-leadership has a positive but not significant effect on investigator performance. The higher the self-leadership, the higher the investigator's performance will be, but the increase is not significant.
3. Self-ability has a positive and significant effect on organizational commitment. This means that the higher the self-ability, the higher the organizational commitment.
4. Self-ability has a positive and significant effect on the performance of investigators. This means that the higher the self-ability, the higher the investigator's performance.
5. Resilience has a positive and significant effect on organizational commitment. This means that the higher the resilience, the higher the organizational commitment.

6. Resilience has a positive but not significant effect on investigator performance. This means that the higher the resilience, the higher the investigator's performance, but the increase is not significant.
7. Organizational commitment has a positive and significant effect on the performance of investigators. This means that the higher the organizational commitment, the higher the investigator's performance.

Suggestions

Based on the conclusions that have been drawn from the results of the study, several suggestions can be taken into consideration to improve the performance of investigators:

1. For the Surabaya Police Criminal Investigation Unit:
 - a. The head of the Surabaya Police Criminal Investigation Unit needs to provide support to investigators with training and provide motivation in the hope that investigators can manage themselves to achieve the goals that the organization has determined.
 - b. The head of the Surabaya Police Criminal Investigation Unit needs to re-increase organizational commitment by encouraging investigators. With the hope that the higher the organizational commitment felt by investigators, it will improve the performance of investigators in handling cases.
 - c. The head of the Surabaya Police Criminal Investigation Unit, needs to develop resilience towards young investigators and still have

little work experience in the hope that investigators will be able to face both internal and external pressures and be tough, which will improve the performance of investigators.

2. For Researchers
 - a. For researchers interested in testing the performance variable with organizational commitment as an intervention, the results of this study can be used as a reference for further research.
 - b. Can re-examine the self-leadership and resilience variables on performance in other places by using other models and different samples so that the study results are stronger.
 - c. It is necessary to conduct further research on the relationship between self-leadership and resilience on performance with different samples because there are still very few scientific studies on self-leadership and resilience, so reference materials for research are still very minimal.

Reference

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