

Hubungan kemampuan petugas dan motivasi kerja dengan pembinaan narapidana di Lembaga Pemasyarakatan Kelas I Cipinang = Relationship between the ability of officer and work motivation to the guidance of convicts in first class prison in Cipinang

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Abstrak

The First Class Prison of Cipinang is an institution which served a guidance program for convicts, based on imprisonment system where it focused on the effort of nurturing and guiding convicts in order to rehabilitate the wholeness of relationship between individual convict, officer and society.

In this research, the main problem posed is to explain the correlation and test the relation between independent variable, which is the ability and work motivation of officer. and the dependent variable, convicts guidance In First Class Prison of Cipinang. The population on this research is all 423 officers work in First Class Prison of Cipinang. Sample was gathered using stratified random method, which is stratified selection of samples from each level of population, in total of 109 people.

The research method used here is a survey method using questioners with closed questions proposed to respondents, where all the answers set in likert scale. Literature study and observation are also used to analyze data of officers' ability, their work motivation and the guidance of convicts in First Class Prison of Cipinang. In order to analyze the relation between variables, this research used SPSS (Statistic Product and Service Solutions) to produce cross tabs and correlation test. Validity test of each question in the research used item analysis by counting the score correlation between each question and total variable (total score of each related variable). Reliability test was done to determine the consistency of question items to split half Spearman Brown.

From the correlation result of Spearman counting method, the relation between ability and motivation of 0.355 was detemtned with significance level of 0.00. Hence, the conclusion reached was that there is a low level of relation between ability and motivation of officer. There is a relation between officers' ability and convicts' guidance of 0.305 with a significance level of 0.00t. It can also be concluded that the relation between officers' ability and convicts' guidance is exist although low. Meanwhile, th relation between officers' motivation and convicts' guidance is at 0.307 with significance level of 0001. The conclusion to be reached was that there is a relation between officers' motivation and convicts' guidance but the relation is weak. The conclusion to be reached from this research is that there is a positive and significant relation between officers' ability and work motivation and convicts' guidance in First Class Prison of Cipinang.

Based on the research findings, the writer recommended several suggestions to policy makers concerning the improvement of the First Class Prison of Cipinang, as follow:

1. Improvement of ability level of officers through education and training based on port folios in First Class Prison of Cipinang.

2. Improvement of work motivation of officers to be able to execute their tasks as expected from their portfolios.
3. Improvement of convicts' guidance through systematic in order to fulfill the aim of guidance, which are to prevent repetition of legal offence and establish active, productive and contented person.