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**PESERTA DIDIK SEKOLAH PENGEMBANGAN PROFESI KEPOLISIAN
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THE EFFECT OF RECRUITMENT AND TRAINING ON PERFORMANCE MEDIATED BY MOTIVATION
(STUDY ON INP PERSONNEL WHO JOIN UN MISSION IN SUDAN)

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ABSTRACT

This research is a descriptive and explanatory research service that discusses the problem of the performance of Polri personnel who are members of the UN mission. Comprehensively, the purpose of this study is to examine the influence of recruitment and training mediated by motivation on the performance of Polri personnel who are members of the UN mission. The sample of the research was 140 Indonesian National Police personnel who were members of the 11th Indonesian FPU Task Force in Darfur, Sudan. Data obtained through a questionnaire, from respondents selected by random sampling method. The analysis technique used in this study is the Structural Equation Model (SEM) using the Smart PLS program.

The results of the analysis found that it can be seen that, the P-value at H1 is 0.079 <0.1 means that there is enough evidence to accept H1. Thus recruitment influences motivation. The P-values in H2 are 0,000 <0.1 meaning that there is enough evidence to accept H2. Thus training influences motivation. P-values at 0.003 H3 <0.1 means that there is sufficient evidence to accept H3. Thus recruitment influences performance. P-values at H4 0.002 <0.1 means that there is enough evidence to accept H4. Thus training influences performance. P-values at H5 0.001 <0.1 means that there is enough evidence to accept H5. Thus motivation influences performance. The value of P-values recruitment → performance 0.003 <0.1 (influential), the effect of recruitment → motivation 0.079 <0.1 (influential) and the influence of motivation → performance 0.001 <0.1 (influential), thus motivation motivates partial or partial mediation of the effect of recruitment on performance. P-values of training → performance 0,002 <0,1

(influential), influence of training → motivation 0,000 <0,1 (influential) and influence of motivation → performance 0,001 <0,1 (influential), so motivation motivates partial or partial mediation of the effect of training on performance.

This shows that starting from the process of recruiting and training Polri personnel who will be on duty at the UN mission to produce good performance can be based on motivation from within these personnel so that they can get good performance.

Key Words : *Recruitment, Training, Motivation, Performance*

1. INTRODUCTION

Research Background

The second world war (1939-1945) with ± 62,537,400 victims were the worst interstate conflict in the history of modern human civilization. Starting from this empirical experience, a desire to create a safer and better world for future generations by keeping them away from the scourge of war. This desire caused on October 24, 1945, 51 countries to join and formed an international organization which is now known as the United Nations (UN). This organization replaced the previous international organization the League of Nations whose credibility was destroyed after being unable to prevent war. Until 2019, the United Nations had 193 countries, including Indonesia, which joined on September 28, 1950.

The scope of the UN's role includes peacekeeping, conflict prevention, and humanitarian assistance. Furthermore, the United Nations also deals with various fundamental issues such as sustainable development, environment and refugee protection, disaster relief, terrorism, disarmament and non-proliferation, promoting democracy, human rights, gender equality and women's empowerment, governance, economic and social development, health, landmine clearance efforts, expansion of food production, and various other things, in order to reach goals and coordinate efforts for a safer world for future generations.

Indonesia's commitment to participate in implementing world order based on independence, eternal peace and social justice in accordance to paragraph IV of the Preamble to the 1945 Constitution of the Republic of Indonesia (UUD 1945), one of

which is realized through the involvement (participation and contribution) of Indonesia in the Peacekeeping Mission under United Nations Peacekeeping Operations.

In this regard, Indonesia's involvement in the UN Peacekeeping Mission is always carried out by respecting the basic principles of UN peacekeeping operations which include the principle of impartiality, the principle of consent of the parties to the conflict, and the principle of not using armed force except for self-defense and defense of the mandate.

Indonesia's involvement is an important indicator of the Government's concrete role in maintaining international peace and security. Furthermore, this involvement is also intended as a means of increasing individual professionalism, modernizing the main equipment used to comply with UN standards and the effectiveness of organizations directly involved in the implementation of the UN Peacekeeping Mission. Indonesia's participation in the UN Peacekeeping Mission can also be used to encourage the development of national strategic industries in the defense sector and the use of the products of these strategic industries in various United Nations Peacekeeping Operations.

The participation of the Indonesia National Police in the UN peacekeeping mission is based on the spirit and spirit of the 1945 Constitution, particularly in paragraph IV, the actualization of the commitment of the government and the Indonesian nation is also reflected in Indonesia's foreign policy, by continuing to play an active role in maintaining international security and peace.

Generally, the police have to protect and serve the community. This task is carried out to provide a sense of security for the community which in turn will increase the productivity of the community itself. This expectation of a police presence grows even greater in conflict situations. *Bayley and Perrito* even stationed the local police force as an important element for the success of peacemaking and counter-insurgency in Afghanistan and Iraq which are experiencing prolonged armed conflict (Bayley, David H. and Robert M. Perito, 2010). This vital position of the police institution causes the police to become one of the main components in a UN peacekeeping mission.

The Indonesian National Police for the first time sent its personnel on a UN peacekeeping mission in 1989, a total of 35 INP personnel who were affiliated with TNI

personnel to Namibia on the UNTAG mission (GARUDA IX). Police participation is strengthened by the existence of Law Number 2 of 2002 Article 41 paragraph 3 of this law which reads "The National Police of the Republic of Indonesia actively assists in the task of maintaining world peace under the banner of the United Nations.

Until the formation of the National Police's International Relations Division (Divhubinter) in October 2010 the National Police had sent personnel to 9 (nine) UN peacekeeping missions. Various positive appreciations have been achieved by the Indonesian National Police ambassadors from the United Nations, the host country, and other countries. But this success does not mean there are no problems in its implementation. These problems can arise both at the planning, preparation, departure and termination stages of the duties of personnel involved in UN peacekeeping missions. To overcome this problem, based on the Regulation of the Indonesia National Police Chief Number 21 of 2010 article 23 concerning Organization and Work Procedures at the INP Headquarters, the INP International Mission Bureau has been established as a work unit under the International Relation Division whose task is to carry out international missions in the fields of UN peace and humanity as well as capacity building cooperation of Police. In carrying out its duties and functions, it is carried out by 2 (two) parts, namely the Peace and Humanity section and the Capacity Development Section. The Peace and Humanitarian section are in charge of carrying out peace missions and non-conflict humanitarian missions in international organizations. In carrying out its duties and functions, it includes planning activities, preparation of personnel, infrastructure, educational and training supplies, delivery,

To be able to be sent on a UN peacekeeping mission, members of the Indonesian National Police must meet several applicable requirements, such as being fluent in English or being able to speak French as the main language of the United Nations. However, in reality there are still many members of the Indonesian National Police who are not fluent in English or French, so that in at least 1 month they must be able to master or be 'fluent' at least in English so that can be sent on the UN peace mission. In addition to having to master the language, police personnel must also have other skills such as motor vehicle mechanics, air conditioning mechanics, electric generator mechanics, water treatment mechanics, information technology mechanics, driving,

managing (cooking), tactical abilities (self-defense, shooting, patrolling, guard, anti-riot, release of hostages, bomb disposal, city/forest combat and SAR) and can solve a problem logically, have a positive attitude and show wisdom and impartiality, and other requirements required by the United Nations. And candidates for police personnel who are deemed not to meet the requirements at the time of carrying out their duties will be immediately repatriated to their country of origin. The requirements for the candidates for the National Police who will join the UN troops can be considered as a means to build the capabilities and capabilities of the prospective personnel in recruitment so that they eventually qualify and are trained to become members of the UN troops in accordance with the criteria determined by the UN and from Indonesia itself. However, how does the recruitment team know which personnel are worthy or not, and need to be examined more deeply. In fact, there are many members of the Indonesian National Police who have average abilities and more or more advanced skills are needed to enter the mission as described above.,

The majority of the Indonesian National Police prefer to work in general in Indonesia such as their daily work rather than being sent on missions abroad. This is one of the interesting things for researchers to be the object of research as material for writing this research entitled "The Effect of Recruitment and Training on Performance mediated by Motivation (Study on INP Personnel who join United Nations Mission in Sudan)"

Research Problem

- Does recruitment affect motivation?
- Does training affect motivation?
- Does recruitment affect performance?
- Does training affect performance?
- Does motivation affect performance?
- Does recruitment affect performance mediated by motivation?
- Does training affect performance mediated by motivation?

Research Purposes

- To test and analyze the effect of recruitment on motivation
- To test and analyze the effect of training on motivation

- To test and analyze the effect of recruitment on performance
- To test and analyze the effect of training on performance
- To test and analyze the effect of motivation on performance
- To test and analyze the effect of recruitment on performance mediated by motivation
- To test and analyze the effect of training on performance mediated by motivation

2. THEORETICAL BASIS

Hasibuan (2008) states that recruitment is an effort to find and influence workers, so they want to apply for job vacancies in the organization. While the definition of recruitment according to Simamora (2004) is a series of activities to find and attract job applicants with the motivation, ability, expertise, and knowledge to cover the deficiencies identified in staffing planning. Recruitment activities begin when candidates are being searched for, and end when their applications are submitted. This requires expertise for organizational managers to be observant and thorough in observing the stages of recruitment to get prospective employees who meet the qualifications determined by the organization to help achieve organizational goals that have been determined long in advance.

Recruitment is an important issue for an organization or company in terms of manpower procurement. If the recruitment process is successful or in other words, many applicants submit their applications, then the company's chances of getting good employees will be wide open because the company will have many of the best choices from prospective applicants.

According to Widodo (2015), training is a series of individual activities in systematically increasing skills and knowledge so that they are able to have professional performance in their fields. Training is a learning process that allows employees to carry out their current work according to standards.

According to Rachmawati (2008), training is an environment for employees, where they acquire or learn specific attitudes, abilities, skills, knowledge, and behaviors related to work.

From the above understanding, training is a process to improve employee competence and can train employees' abilities, skills, expertise and knowledge to carry out work effectively and efficiently to achieve goals in a company.

According to Hasibuan (2012), motivation questions how to direct the power and potential of subordinates, so that they are willing to work together productively and successfully achieve and realize the goals that have been determined.

According to Saydam (2000) in Kadarisma (2012), the notion of motivation in everyday life is defined as the whole process of giving encouragement or stimulation to employees so that they are willing to work willingly without being forced.

From the description above, it can be stated that motivation is an activity or a way to encourage turmoil in humans so that they want to behave, work optimally to meet predetermined needs or goals.

According to Edison (2016) performance is the result of a process that refers to and is measured over a certain period of time based on pre-determined provisions or agreements. Mangkunegara (2009) in the journal Setyowati & Haryani (2016) suggests that the term performance from the word job performance or actual performance (work achievement or actual achievement) is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Based on some of the above understanding, it can be concluded that performance is the result obtained by a person is doing his work within a certain time in accordance with the responsibilities that have been given by an organization.

According to Widodo (2005), the Thought Framework is an explanation of the constellation of relationships between variables that is strengthened by previous theories or research. The framework of thinking can also be interpreted as a relationship between various concepts based on existing theories to provide an overview of a phenomenon (Kountur, 2007).

The framework of thinking described in this study is as follows:
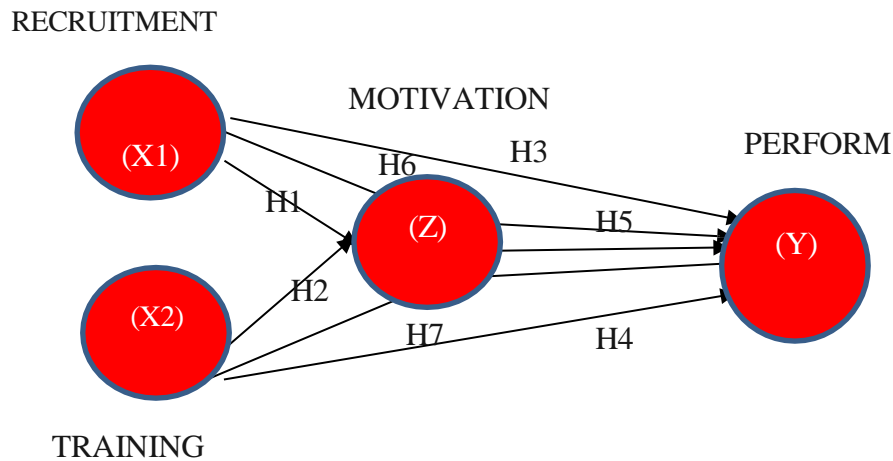
Based on statistical techniques, the formulation of the research hypothesis consists of a positive direct hypothesis and an indirect hypothesis. Therefore, the authors make a hypothesis to prove the relationship of all these variables

H1 : There is an influence between recruitment on motivation

H2 : There is an influence between training on motivation

H3 : There is an influence between recruitment on performance

H4 : There is an influence between training on performance

H5 : There is an influence between motivation on performance

H6 : There is an influence between recruitment on motivation-mediated performance

H7: There is an influence between training on performance mediated by motivation

3. RESEARCH METHODS

The method used in this research is a quantitative method. The sample to be used in this study amounted to 140 INP personnel who were carrying out their duties in Darfur, Sudan. For this research questionnaire, the questions are arranged according to the research indicators obtained from the development of the literature review. The preparation of the questionnaire used a Likert scale. In this study, the data analysis technique used is a quantitative analysis using Structural Equation Modeling (SEM) through the Smart PLS V.3 program.

4. ANALYSIS AND DISCUSSION

Evaluation of Measurement (Outer) Model

Before the research data is processed, the research measuring instrument (questionnaire) is first tested to prove whether the questionnaire used has the accuracy (validity) and reliability (reliability) to be used as a research measuring instrument.

In this study, hypothesis testing uses the Partial Least Square (PLS) analysis technique with the smartPLS 3.0 program. The measurement model for the validity and reliability test, the model determination coefficient and the path coefficient for the equation model, can be seen in the following figure:

PLS Algorithm Results Display (Outer Loading)
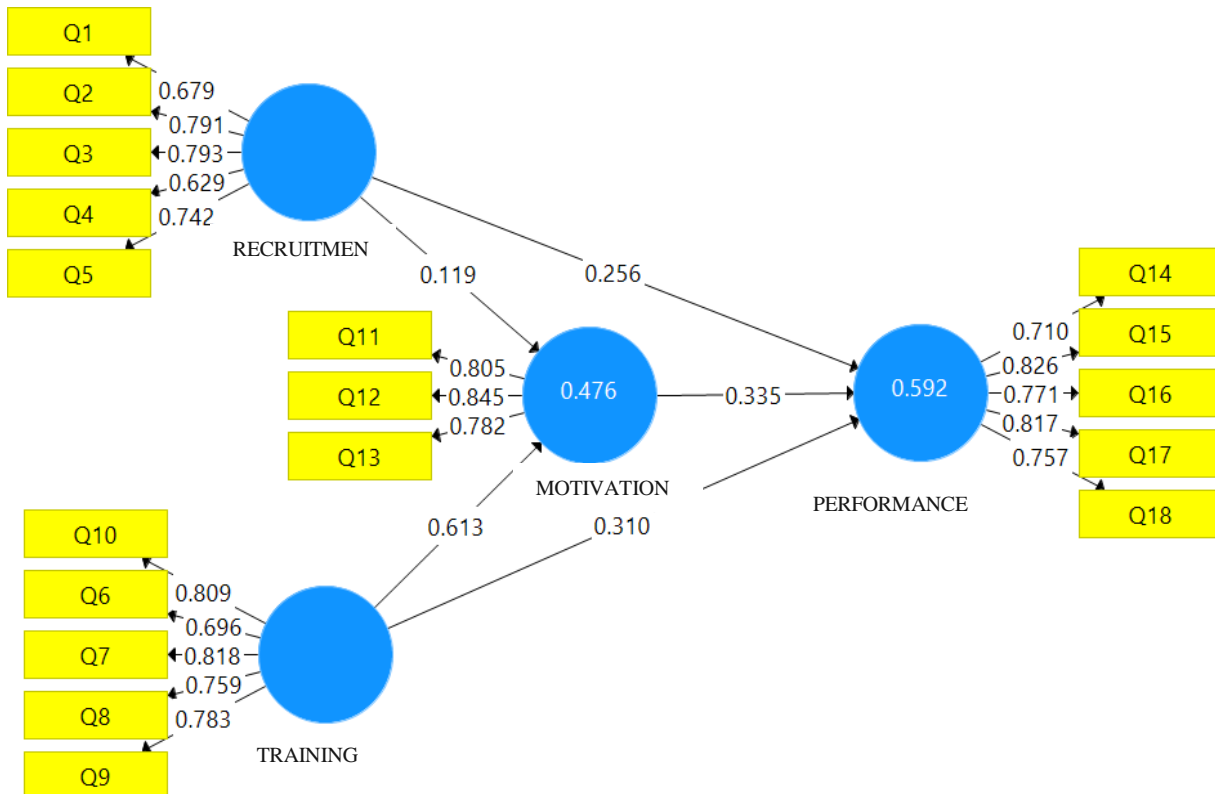
Convergent Validity

To test convergent validity, the outer loading or loading factor values are used. An indicator is declared to meet convergent validity in the good category if the value of outer loading > 0.7, but Ghozali (2014) states that the value of outer loading > 0.6 is acceptable. The following is the outer loading value of each indicator on the research variable:

Outer Loading

Variable	Indicator	Outer Loading
Recruitment (R)	Q1	0.679
	Q2	0.791
	Q3	0.793
	Q4	0.629
	Q5	0.742
Training (F)	Q6	0.696
	Q7	0.818
	Q8	0.759
	Q9	0.783
	Q10	0.809
Motivation (M)	Q11	0.805
	Q12	0.845
	Q13	0.782
Performance (K)	Q14	0.710
	Q15	0.826
	Q16	0.771
	Q17	0.817
	Q18	0.757

Based on the data presented in table 4.2 above, it is known that each of the research variable indicators has a value of outer loading > 0.7. However, the data above shows that there is no indicator variable whose outer loading value is below 0.5 so that all indicators are declared feasible or valid for research use and can be used for further analysis.

Discriminant Validity

In this section, the results of the discriminant validity test will be described. The discriminant validity test uses the cross loading value. An indicator is declared to meet discriminant validity if the value of the cross loading indicator on the variable is the largest compared to other variables. The following is the cross loading value of each indicator:

Cross Loading

Indicator	Variable			
	RECRUITMENT	TRAINING	MOTIVATION	PERFORMANCE
Q1	0.679	0.350	0.288	0.392
Q2	0.791	0.443	0.447	0.468
Q3	0.793	0.487	0.388	0.538
Q4	0.629	0.365	0.228	0.325
Q5	0.742	0.493	0.358	0.432
Q6	0.484	0.696	0.416	0.462
Q7	0.300	0.818	0.516	0.497
Q8	0.513	0.759	0.486	0.498
Q9	0.532	0.783	0.622	0.630
Q10	0.452	0.809	0.571	0.557
Q11	0.384	0.529	0.805	0.553
Q12	0.413	0.632	0.845	0.560
Q13	0.372	0.493	0.782	0.516
Q14	0.405	0.454	0.371	0.710
Q15	0.548	0.567	0.553	0.826
Q16	0.430	0.515	0.497	0.771
Q17	0.546	0.576	0.602	0.817
Q18	0.382	0.556	0.548	0.757

Based on the results obtained, it can be stated that the indicators used in this study have good discriminant validity in compiling their respective variables.

Composite Reliability

Composite Reliability is the part that is used to test the reliability value of the indicators on a variable. A variable can be declared to meet composite reliability if it has a composite reliability value > 0.6 (Ghozali, 2014). The following is the composite reliability value of each variable used in this study:

Composite Reliability

Variable	Composite Reliability
Recruitment	0.850
Training	0.882
Motivation	0.852
Performance	0.884

Based on the data presented in the table above, it can be seen that the composite reliability value of all research variables is > 0.6. These results indicate that each variable has met composite reliability, so it can be concluded that all variables have a high level of reliability.

Cronbach Alpha

The reliability test with the composite reliability above can be strengthened by using the Cronbach alpha value. A variable can be declared reliable or consistent if it has a Cronbach alpha value > 0.6 (Sujarweni, 2015). The following is the Cronbach alpha value of each variable:

Cronbach's Alpha

Variable	Cronbach's Alpha
Recruitment	0.780
Training	0.833
Motivation	0.740
Performance	0.836

Based on the data presented above in the table, it can be seen that the Cronbach alpha value of each research variable is > 0.6. Thus these results can indicate that each research variable has met the requirements of the Cronbach alpha value, so it can be concluded that all variables have a high level of reliability.

Structural Model Testing (Inner Model)

In this test, the results of the goodness of fit test, path coefficient test and hypothesis testing will be explained. The structural model in PLS is evaluated using R2 for the dependent variable and the path coefficient value for the independent variable which is then assessed for significance based on the t-statistic value of each path. The structural model of this research can be seen in the following figure:

PLS Algorithm Boothstrapping Results Display (Inner Model)
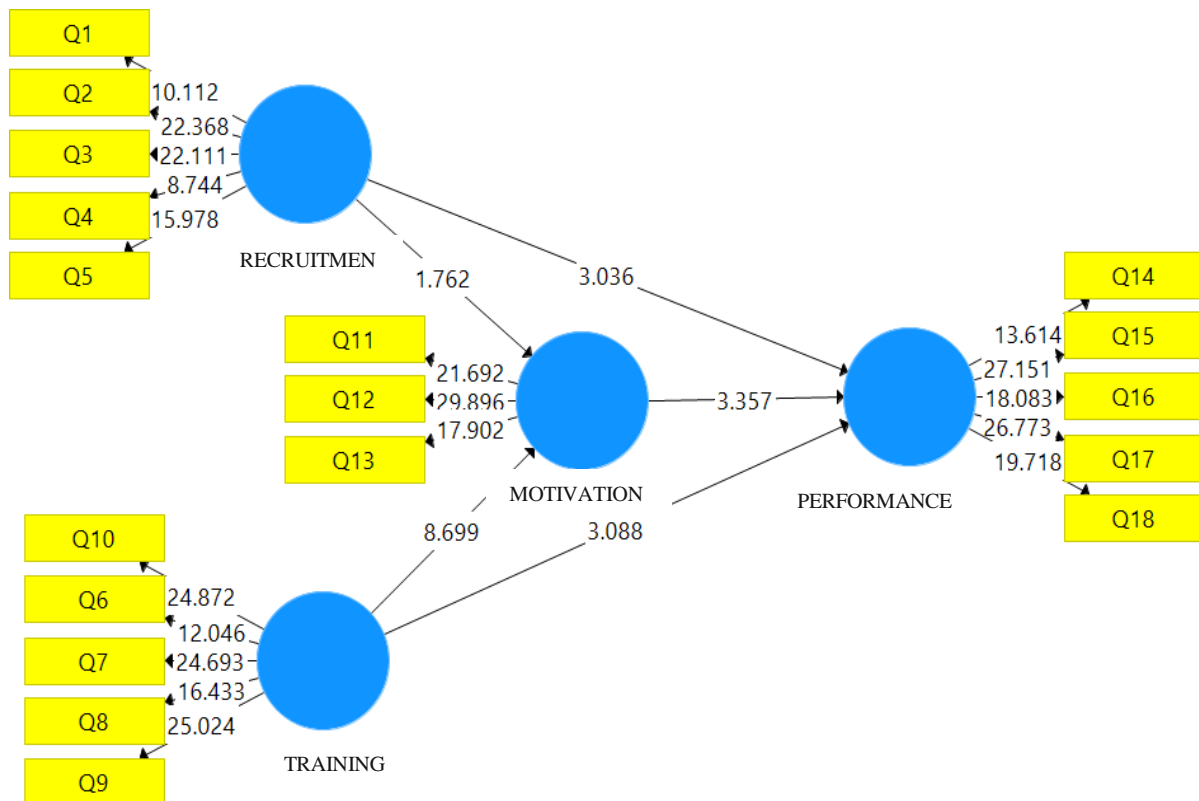
Model Goodness Test (Goodness of Fit)

Based on the picture, there is an R square number on Motivation of 0.468 and Performance of 0.614. In data processing that has been carried out using the smartPLS version 3.2.8 program, the R-Square value is obtained as follows:

R Square Value

Variable	R Square Value
Motivation	0.476
Performance	0.592

Based on the data presented in the table above, it can be seen that the R-Square value for the motivational competence variable is 0.476. The value obtained explains that the percentage of motivational competence that can be explained by recruitment and training is 47.6%. Then for the R-Square value, the performance variable is 0.592. This value explains that performance can be explained by motivation is 59.4%.

The goodness of fit assessment is known from the Q-Square value. The Q-Square value has the same meaning as the coefficient determination (R-Square) in regression analysis, where the higher the Q-Square, the model can be said to be better or more fit with the data. The results of the calculation of the Q-Square value are as follows:

$$\text{Q-Square} = 1 - [(1 - R_{21}) \times (1 - R_{22})]$$

$$1 - [(1 - 0.476) \times (1 - 0.592)]$$

$$1 - (0.524 \times 0.408)$$

$$1 - 0.213$$

$$0.787$$

Based on the results of the calculations above, the Q-Square value is 0.787. This shows the magnitude of the diversity of research data that can be explained by the research model is 78.7%. While the remaining 21.3% is explained by other factors outside the research model. Thus, from these results, this research model can be declared to have a good goodness of fit.

Path Coefficient

Path coefficient evaluation is used to show how strong the effect or influence of the independent variable is on the dependent variable. While coefficient determination (R-Square) is used to measure how much the endogenous variables are influenced by other variables. Chin said the results of R2 of 0.67 and above for endogenous latent variables in the structural model indicated the effect of exogenous variables (influenced) on endogenous variables (influenced) included in the good category. Meanwhile, if the result is 0.33 – 0.67 then it is included in the medium category, and if the result is 0.19 – 0.33 then it is included in the weak category.

Based on the inner model scheme that has been shown in the table above, it can be explained that the largest path coefficient value is indicated by the effect of training on motivation of 0.613. Then the second biggest influence is the effect of motivation on performance of 0.335 and the smallest effect is shown by the effect of recruitment on motivation, which is 0.119.

Based on the description of these results, it shows that all variables in this model have a path coefficient with a positive number. This shows that the greater the path coefficient value on one independent variable on the dependent variable, the stronger the influence between the independent variables on the dependent variable.

Hypothesis testing

Based on the data processing that has been done, the results can be used to answer the hypothesis in this study. Hypothesis testing in this study was conducted by looking at the value of t-statistics and the value of P-Values. The research hypothesis can be declared accepted if the P-Values <0.1. The following are the results of hypothesis testing obtained in this study through the inner model:

Path Coefficients (Original Sample, Mean, STDEV, t-statistics, P-Value)

Hypothesis	Influence	Original Sample	Sample Mean	Standard Deviation	*t-statistics*	*P-Values*
H1	Recruitment → Motivation	0.119	0.121	0.067	1,762	0.079
H2	Training → Motivation	0.613	0.616	0.070	8,699	0.000
H3	Recruitment → Performance	0.256	0.262	0.084	3.036	0.003
H4	Training → Performance	0.310	0.302	0.100	3.088	0.002
H5	Motivation → Performance	0.335	0.343	0.100	3.357	0.001

Based on the table, hypothesis testing can be carried out as follows:

a.   Hypothesis Testing 1: The effect of recruitment on motivation

H0 : recruitment has no effect on motivation.

H1: recruitment has an influence on motivation.

H0 is rejected if the P-values > 0.1.

H1 is accepted if the P-values < 0.1

The P-values on H1 is 0.079 < 0.1, meaning that there is sufficient evidence to reject H0.

Thus, recruitment has a significant positive effect on motivation.

b.   Testing Hypothesis 2: The effect of training on motivation.

H0 : training has no effect on motivation

H2: training has an influence on motivation.

H0 is rejected if the P-values > 0.1.

H2 is accepted if the P-values <0.1.

The P-values in H2 is 0.000 < 0.1, meaning that there is sufficient evidence to reject H0.

Thus, training has a significant positive effect on motivation.

c.   Testing Hypothesis 3: The effect of recruitment on performance.

H0 : recruitment has no effect on performance.

H3 : recruitment has an influence on performance.

H0 is rejected if the P-values > 0.1.

H3 is accepted if the P-values <0.1.

The P-values at H3 is 0.003 < 0.1, meaning that there is sufficient evidence to reject H0.

Thus, recruitment has a significant positive effect on performance.

d.   Testing Hypothesis 4: The effect of training on performance.

H0 : training has no effect on performance.

H4 : training has an effect on performance.

H0 is rejected if the P-values > 0.1.

H4 is accepted if the P-values <0.1.

The P-values on H4 0.002 < 0.1 mean that there is sufficient evidence to reject H0. Thus, training has a significant positive effect on performance.

e.   Testing Hypothesis 5: The effect of motivation on performance.

H0 : motivation has no effect on performance.

H5: motivation has an influence on performance.

H0 is accepted if the P-values > 0.1.

H5 is accepted if the P-values <0.1.

The P-values at H5 0.001 < 0.1 mean that there is sufficient evidence to reject H0. Thus, motivation has a significant positive effect on performance.

f.   Hypothesis Testing 6: the effect of recruitment on performance mediated by motivation.

To examine the role of motivation as a mediating effect of recruitment on performance, the casual step method was used. Kenny (2018) explains the effect of casual step mediation through the diagram below.

Causal Step Mediation Effect
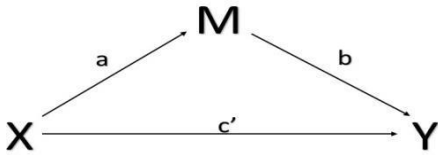
Patch c' is called the direct effect. The mediator has been called an intervening or process variable. Complete mediation is the case in which variable X no longer affects Y after M has been controlled, making patch c' zero. Partial mediation is the case in which the path from X to Y is reduced in absolute size but is still different from zero when the mediator is introduced. Thus, full mediation will occur when the X variable is not able to significantly influence the Y variable without going through the M variable (the mediator). Meanwhile, partial mediation occurs when variable X is able to significantly influence variable Y without going through variable M (mediator).

Path Coefficients (t-statistics and P-Values)

Influence	t-statistics	P-Values	Information
Recruitment → Performance	3.036	0.003	Significant
Recruitment → Motivation	1,762	0.079	Significant
Motivation → Performance	3.357	0.001	Significant

Because the P-values of recruitment → performance 0.003 < 0.1 (Significant), recruitment effect → motivation 0.079 < 0.1 (Significant) and the effect of motivation → performance 0.001 < 0.1 (Significant), thus the motivation to mediate partially or partially mediation the effect of recruitment on performance.

g. **Hypothesis Testing 7: the effect of training on performance which inmediation by motivation.**

To examine the role of motivation as a mediating effect of training on performance, the casual step method was used.

Path Coefficients (t-statistics and P-Values)

Influence	t-statistics	P-Values	Information
Training → Performance	3.088	0.002	Significant
Training → Motivation	8,699	0.000	Significant
Motivation → Performance	3.357	0.001	Significant

Because the P-values of training → performance 0.002 < 0.1 (Significant), the effect of training → motivation 0.000 < 0.1 (Significant) and the effect of motivation → performance 0.001 < 0.1 (Significant), thus motivation partially mediates the effect of training on performance.

Discussion

The results of the research analysis that has been carried out show that:

Significant recruitment has a positive effect on motivation.

The value of t-statistics on the effect of recruitment on motivation is 1.762 > 1.64, this means that the value of the t-statistics meets the specified criteria. And also seen in the P-Values on the effect of recruitment on motivation, namely 0.079 <0.1 which indicates that recruitment has a significant positive effect on motivation. This strengthens the theory put forward by Simamora (2004) which is a series of activities to find and attract job applicants with the motivation, ability, expertise, and knowledge to cover the deficiencies identified in staffing planning and also research conducted by Arbie and Tumbuan (2018) that recruitment and motivation simultaneously affect employee performance variables.

Training significant positive effect on motivation.

The value of t-statistics on the effect of training on motivation is 8.699 > 1.64, this means that the value of the t-statistics meets the specified criteria. And also seen in the value of t-statistics on the effect of training on motivation, namely 0.000 <0.1 which indicates that training has a significant positive effect on motivation. Hasibuan (2012) put forward Maslow's theory (1943) called Maslow's Need Hierarchy Theory/A Theory of Human Motivation or Maslow's Hierarchy of Needs Theory. The hierarchy of needs follows the plural theory, namely that a person behaves/works, because of the encouragement to meet various needs and support research conducted by Agusta and Sutanto (2013) that training (X1) and work motivation (X2) have a positive and significant effect on employee performance (Y) at CV Haragon Surabaya. This indicates that the training will be carried out properly if the police personnel participating in the training are motivated to produce good training.

Recruitment significant positive effect on performance.

The value of t-statistics on the effect of recruitment on performance is 3,036 > 1.64, this means that the value of the t-statistics meets the specified criteria. And it is also seen in the P-Values value on the effect of recruitment on performance, namely 0.003 < 0.1 which indicates that recruitment has a significant positive effect on the performance of police personnel who serve as peacekeepers. This study also strengthens the research conducted by Arbie and Tumbuan (2018) that recruitment has a significant effect on the work performance of PT. Bank of North Sulawesi Gorontalo, Main Branch, because the level is significantly less than < 0.05 i.e. 0.000, and also research conducted by Nurhayati (2016) that the effect of the implementation of recruitment on performance after an analysis through statistical tests shows that if recruitment is increased it will lead to an increase in employee performance. This indicates that a good and appropriate recruitment process will result in the performance of Polri personnel who will be assigned to the mission area.

Training has a significant positive effect on performance.

The value of t-statistics on the effect of training on performance is 3,088 > 1.64, this means that the value of the t-statistics meets the specified criteria. And it is also seen in

the P-Values value on the effect of training on performance that is 0.002 < 0.1 which indicates that training has a significant positive effect on the performance of police personnel who serve as peacekeepers. According to Widodo (2015), training is a series of individual activities in systematically increasing skills and knowledge so that they are able to have professional performance in their fields. Training is a learning process that allows employees to carry out their current work in accordance with the standards and research conducted by Agusta & Sutanto (2013) that training (X1) has a positive and significant effect on employee performance (Y) at CV Haragon Surabaya. This shows that to produce good performance or according to standards, adequate training must be provided.

Motivation has a significant positive effect on performance.

Score *t-statistics* on the effect of motivation on performance is 3.357 > 1.64 this means that the value of *t-statistics* it meets the specified criteria. And also seen in the P-Values on the effect of motivation on performance is 0.001 <0.1 which indicates that motivation has a significant positive effect on performance. According to Kadarisma (2012), work motivation is the driving force or impetus in a person to want to behave and work diligently and well in accordance with the duties and obligations that have been given to him and also research conducted by Mudayana (2010) that there is a strong relationship between motivation with performance, the higher the work motivation, the better the resulting performance. This shows that good personnel performance must be supported by the existing motivation of these personnel.

Motivation partially mediates the effect of recruitment on performance.
Motivationmediating some of the effects of recruitment on the performance of Polri personnel who are members of the UN mission means *t-statistics* motivation → performance 3,357 > 1.64 and P-Values value 0.001 < 0.1, then *t-statistics* recruitment → performance 3,036 > 1.64 and P-Values0.003 < 0.1 which means it meets the specified criteria (see table 4.9 above). This research in accordance with the explanation of Wilson Bangun (2002) regarding several main activities in the recruitment (recruitment) of workers, including obtaining prospective workers according to their needs through the proper method of attracting workers. This shows that the performance

of police personnel who are members of the UN mission in the recruitment process with or without motivation from these personnel in the recruitment process can produce a good performance.

Motivation partially mediates the effect of training on performance.

Motivationmediating some of the effects of training on the performance of Polri personnel who are members of the UN mission means *t-statistics* motivation → performance 3,357 > 1.64 and P-Values value 0.001 < 0.1 then *t-statistics* training → performance 3,088 > 1.64 and P-Values0.002 < 0.1 which means it meets the specified criteria (see table 4.10 above). According to Prastyo and Sudiro (2016) Training has an indirect effect on employee performance mediated by work motivation, meaning that the right training provided by the company can lead to work motivation which can later have an impact on the performance of the Assembling Department employees of PT. Railway Industry (Persero) Madiun City. This means that the process of training Polri personnel who will serve on UN missions to produce good performance can be based on motivation from within the personnel so that they can obtain good performance.

5. CONCLUSIONS AND SUGGESTIONS

Conclusion

After processing the data and analyzing the research results, the conclusions of this study are as follows:

a. **Significant recruitment has a positive effect on motivation.**

The recruitment process carried out by the National Police for its personnel who will be assigned to UN missions has made efforts to obtain personnel that comply with predetermined criteria, but this also requires motivation from within the personnel to be recruited as UN troops.

b. **Training has a significant positive effect on motivation.**

The training carried out to train Polri personnel who will be assigned to UN missions must of course be based on the capability standards that will be used in the mission area. This, of course, requires high motivation by the personnel participating in the training so that what is being trained can be carried out in earnest.

c. Significant recruitment has a positive effect on performance.

In the recruitment process of Polri personnel assigned to UN missions, of course, the desired result is a good performance in the assignment of these personnel in the mission area. This is in accordance with the research that has been done that recruitment has a significant positive effect on performance.

d. Training has a significant positive effect on performance.

In the training process, of course, to produce good performance, it must be carried out with a good standard. This strengthens the research that has been done that training significant positive effect on performance.

e. Motivation significant positive effect on performance.

Motivationpositive effect on the performance of data supports in this study which confirms this effect. This shows that the personnel who will be assigned to the UN mission to get good performance, of course, there must be high motivation from the personnel who will be assigned to the mission area.

f. Motivation partially mediates the effect of recruitment on performance.

The performance of police personnel who are members of the UN mission in the recruitment process with or without motivation from these personnel in the recruitment process can result in a good performance.

g. Motivation partially mediates the effect of training on performance.

The process of training Polri personnel who will serve on UN missions to produce good performance can be based on motivation from within the personnel so that they can obtain good performance.

Suggestion

a. Suggestions for further research

For further researchers, the results of this study can be used as material for comparison and research reference and as consideration for further deepening further research by using other variables that may have more influence on the performance of Polri personnel who join as UN troops and are ready to be assigned to mission areas.

b. **Advice to agencies.**

1. In order to attract qualified Polri personnel, the recruitment system is carried out consistently and consistently so as to produce reliable Polri personnel to be assigned to UN missions.

2. The implementation of Polri's duties in mission areas is currently full of challenges, so that good and sustainable training can create Polri personnel who are ready to face challenges in mission areas.

3. In order to get more attention and increase the motivation of Polri personnel who will be assigned to the mission area by providing rewards.

4. In order to improve the performance of personnel who will be assigned to the National Police mission area, they can make a breakthrough starting from the recruitment process, training process and also the motivation of personnel who will join the UN troops.

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