



Research Paper

Relationship Between Competence, Expertise, And Teamwork Towards Bhabinkamtibmas Performance

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Abstract

This study aims to examine the influence of expertise competency and teamwork on the performance of Bhabinkamtibmas in North Luwu Regency, South Sulawesi Province. The population in this study were all active village officials from 173 villages from 9 sub-districts in North Luwu Regency, South Sulawesi and sampling using the Purposive sampling method, so that the sample in this study was 200 people. The analysis method used in this study is correlation analysis and t-test. This study found that there is a strong and significant influence of expertise competence and teamwork on the performance of Bhabinkamtibmas in North Luwu Regency. Ability and expertise shape the quality of Bhabinkamtibmas individuals, while teamwork strengthens the reach and impact of each task carried out. The three complement each other and are the main keys to realizing optimal performance in the community.

Keywords: Expertise Competence, Teamwork, Performance

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I. INTRODUCTION

Bhabinkamtibmas (Bhayangkara Pembina Keamanan dan Ketertiban Masyarakat) has an important role in maintaining the stability of security and order in the community. As the spearhead of the police in security development, Bhabinkamtibmas is required to have high competence, adequate skills, and establish good cooperation with various parties to support its performance optimally.

Individual competence and ability are the main factors that determine the effectiveness of the implementation of Bhabinkamtibmas duties. Competence includes understanding the law, communication skills, and expertise in resolving conflicts in the community. Meanwhile, ability includes the physical and mental aspects needed to carry out tasks professionally. In addition, cooperation with the community, village government, and various related institutions is needed to strengthen synergy in maintaining security and order.

However, in practice, there are still various challenges faced by Bhabinkamtibmas, such as lack of ongoing training, limited resources, and minimal community participation in efforts to create a safe and orderly environment. Therefore, this study aims to analyze the relationship between competence, ability, and cooperation with Bhabinkamtibmas performance in carrying out their duties.

II. LITERATURE REVIEW

Competence and Expertise

According to Wibowo in Khaeruman, et al. (2021:114) defines competence as the ability to carry out work or tasks based on skills or knowledge and supported by work attitudes determined by the job. Competence shows certain knowledge, skills and attitudes of a profession in certain expertise characteristics, which are the characteristics of a professional. Ruky in Fadillah, et al (2017) stated that to measure competence, the following indicators can be used:

1. Personal Character (traits), are physical characteristics and reactions or responses that are carried out consistently to a situation or information.
2. Self-Concept, is a set of attitudes, value systems or self-images that a person has.
3. Knowledge, is information that a person has about a certain specific area.
4. Skills, is the ability to perform a series of certain physical or mental tasks.

5. Work Motivation (motives) is something that is consistently thought about or desired by a person, which will then direct, guide, and choose a certain behavior towards a number of actions or goals.

Teamwork

Teamwork in an organizational context can be defined as "the cooperation among team members in achieving common goals, by effectively sharing responsibilities, resources, and support" (Robbins & Judge, 2018). In addition, according to Tuckman (1965), there are stages in team development that involve formation, conflict, norms, cohesion, and performance. Teamwork is essential in organizations because, as Katzenbach and Smith (1993) stated, "Strong teams tend to perform better and innovate more." Teamwork can also affect the work environment and relationships between employees. According to Hackman (1974), "Effective teams are able to create a positive climate in the workplace that can affect employee satisfaction and productivity.

Performance

According to Adawiyah, R., & Siswanto. (2015) performance comes from the word job performance which means work achievement achieved by someone in carrying out the tasks and work given to him. Rivai and Basri: 2005 in Harsuko (2011), stated that performance is the work result that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve company goals illegally, not violating the law and not contrary to morals and ethics. According to Davis in Mangkunegara (2017) "The factors that influence performance achievement are ability factors and motivation factors. Armstrong and Baron in Wibowo (2017) said several factors that influence performance:

1. Personal Factors, indicated by the level of skills, competencies possessed, motivation and individual commitment.
2. Leadership Factor, determined by the quality of encouragement, guidance, and support provided by managers and team leaders.
3. Team Factors, indicated by the quality of support provided by co-workers.
4. System Factor, indicated by the existence of a work system and facilities provided by the organization.
5. Contextual Situational, indicated by high levels of pressure and changes in the internal and external environment.

III. RESEARCH METHOD

The population in this study were all active village officials from 173 villages from 9 sub-districts in North Luwu Regency, South Sulawesi. Thus, the population was 519 people consisting of 3 village officials multiplied by 173 villages (3 x 173). Sampling used non-probability sampling with the purposive sampling method, so that the sample amounted to 200 respondents. The analysis method used in this study was correlation analysis and t-test.

IV. RESEARCH RESULTS AND DISCUSSION

Results

Table 1. Correlations

		Competence and expertise	Teamwork	Performance
Competence and expertise	Pearson Correlation	1	.145	.565**
	Sig. (1-tailed)		.014	.000
	N	200	200	200
Teamwork	Pearson Correlation	.145	1	.333**
	Sig. (1-tailed)	.014		.003
	N	200	200	200
Performance	Pearson Correlation	.565**	.333**	1
	Sig. (1-tailed)	.000	.003	
	N	200	200	200

** . Correlation is significant at the 0.01 level (1-tailed).

Based on Table 1. It can be seen that the correlation relationship between ability, expertise and teamwork towards Bhabinkamtibmas performance is all significant. Ability and expertise have the most dominant correlation value towards performance than teamwork variables of 0.565. Furthermore, teamwork has a correlation value towards performance of 0.333.

Table 2. Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.129	.385		4.366	.000
Competence and expertise	.503	.067	.504	5.101	.000
Teamwork	.158	.077	.155	2.328	.021

a. Dependent Variable: performance

Furthermore, based on table 2, the formulation is obtained

$$Y = 2.129 + 0.503X_1 + 0.158 X_2$$

1. The constant of 2.129 means that if the function of ability, expertise and teamwork is 0, then the performance of Bhabinkamtibmas (Y) is 2.129
2. If the ability and expertise increase by 1 unit, then the performance of Bhabinkamtibmas will increase by 0.503 units with the assumption that teamwork has a fixed value
3. If teamwork increases by 1 unit, then the performance of Bhabinkamtibmas will increase by 0.158 units with the assumption that the variables of ability and expertise have a fixed value.

V. Discussion

1. The influence of competence and ability on the performance of Bhabinkamtibmas

Based on the results of the study, it was found that competence and ability have an important role in the performance of Bhabinkamtibmas in North Luwu, with a calculated t value of 2.328 > t table value of 1.69. Bhabinkamtibmas is the spearhead of the Police in the community. They play a major role in maintaining security and building harmonious relationships between the police and residents. In order to carry out this task well, their competence and ability are very important. According to the Respondent, with good competence (both in terms of knowledge, skills, and attitudes), Bhabinkamtibmas can provide fast and precise services, handle residents' problems wisely, become a source of information and solutions, not just law enforcers. In addition, social and emotional competence helps Bhabinkamtibmas to be well received by residents, loved and respected because of their closeness to the community, and able to become role models in the village or sub-district environment. Competence and ability are not just a complement for Bhabinkamtibmas, but are the main keys in carrying out their duties professionally, humanely, and effectively. Without it, their presence in the community will not have a maximum impact. This study is in line with the results of research from Mahalaxmi & Priyadarshini, (2017) which states that competence and ability are very important for effective work performance, because both include the knowledge, skills, and attitudes needed for individuals to carry out tasks successfully. Organizations benefit from investing in these competencies to increase productivity and achieve their goals. Sumendap, J., (2015), Purnama, A., et.al (2024), YASIN, N. A., et.al (2019), Mukhtali, M. H et.al (2022) and Krisnawati, N. K. D., & Bagia, I. W. (2021) also concluded the same thing in their research that Ability and expertise are the main foundations in determining the quality of a person's performance. Without adequate skills, the job will not be done properly. Conversely, with the right skills, tasks can be completed faster, more efficiently, and have a positive impact.

2. The influence of teamwork on the performance of Bhabinkamtibmas

Based on the results of the study, it was found that teamwork has an important role in the performance of Bhabinkamtibmas in North Luwu, with a t-value of 5.101 > t-table value of 1.69. As the spearhead of the police at the village or sub-district level, Bhabinkamtibmas cannot work alone. Although they have a strategic role in maintaining public security and order, the success of their duties is highly dependent on teamwork, both within the police and with external parties such as the community, traditional leaders, religious leaders, and village officials. From the research results, it was found that respondents considered teamwork to be very important because Bhabinkamtibmas often faces situations that require a quick response. With teamwork, they can immediately coordinate with related elements such as Babinsa, village heads, linmas, and local residents. Social problems, citizen conflicts, or potential disturbances to public order are often complex. Collaboration with various parties allows for various points of view in finding the best solution. Teamwork helps Bhabinkamtibmas in educating the community through joint activities, such as counseling, community service, or joint patrols. If the

community sees Bhabinkamtibmas working together with other elements, then trust in the officers will increase, and community participation in protecting the environment will be stronger. Therefore, teamwork is the main key to the success of Bhabinkamtibmas's duties. With good synergy, they are not only able to maintain security, but also build trust and closeness with the community in a sustainable manner. This study is in line with the findings of research by Rahmawati, S. N. A., & Supriyanto, A. (2020), Kadafi, M. (2010), PUTRI, D. A. (2020), Arini, T. P., et al. (2018), and Rohyadi, D. (2024), basically they say that Teamwork is an important foundation for creating a supportive and motivating work environment. With good collaboration, individuals feel more appreciated, supported, and motivated to achieve common goals. Teamwork is not just about results, but also about building collective spirit and pride that drives optimal performance.

VI. CONCLUSION

From the results of the study, it was found that these two variables, namely expertise and teamwork, play an important role in the performance of Bhabinkamtibmas. Bhabinkamtibmas (Public Security and Order Supervisory Officers) are the front line of the Police in maintaining security at the village or sub-district level. In carrying out their duties, the success of Bhabinkamtibmas is determined by three main things: individual ability, professional expertise, and teamwork. Without adequate skills and expertise, the duties of Bhabinkamtibmas are at risk of not being optimal and can even lead to public distrust. Ability and expertise shape the quality of Bhabinkamtibmas individuals, while teamwork strengthens the reach and impact of each task carried out. The three complement each other and are the main keys to realizing optimal performance in the community.

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