

## ABSTRAK

Tesis ini berjudul **Pengaruh Karakteristik Individu, Karakteristik Pekerjaan dan Karakteristik Organisasi terhadap Prestasi Kerja Anggota pada Satuan Reserse dan Kriminal (Sat Reskrim) Kepolisian Resor Tasikmalaya Kota, Ikhwan, NIM. 82302223028.**

Berdasarkan hasil prasurvey diketahui bahwa prestasi kerja Anggota Sat Reskrim di Kepolisian Resor Tasikmalaya Kota masih belum optimal. Rumusan masalah yang ditetapkan yaitu: 1. Bagaimana pengaruh karakteristik individu terhadap prestasi kerja Anggota pada Sat Reskrim Polres Tasikmalaya Kota, 2. Bagaimana pengaruh karakteristik pekerjaan terhadap prestasi kerja Anggota pada Sat Reskrim Polres Tasikmalaya Kota, 3. Bagaimana pengaruh karakteristik organisasi terhadap prestasi kerja Anggota pada Sat Reskrim Polres Tasikmalaya Kota, dan 4. Bagaimana pengaruh karakteristik individu, karakteristik pekerjaan dan karakteristik organisasi terhadap prestasi kerja Anggota pada Sat Reskrim Polres Tasikmalaya Kota. Pendekatan penelitian ini merupakan penelitian kuantitatif deskriptif. Anggota POLRI pada Satuan Reserse dan Kriminal (Sat Reskrim) Kepolisian Resor Tasikmalaya Kota sebanyak 61 orang dijadikan populasi dan sampel dalam penelitian ini. Alat analisisnya menggunakan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa: 1. Karakteristik individu memiliki pengaruh yang positif dan signifikan terhadap prestasi kerja Anggota Sat Reskrim Polres Tasikmalaya Kota, 2. Karakteristik pekerjaan memiliki pengaruh yang positif dan signifikan terhadap prestasi kerja Anggota Sat Reskrim Polres Tasikmalaya Kota, 3. Karakteristik organisasi memiliki pengaruh yang positif dan signifikan terhadap prestasi kerja Anggota Sat Reskrim Polres Tasikmalaya Kota, dan 4. Karakteristik individu, karakteristik pekerjaan dan karakteristik organisasi memiliki pengaruh yang positif dan signifikan terhadap prestasi kerja Anggota Sat Reskrim Polres Tasikmalaya Kota. Variabel karakteristik pekerjaan merupakan variabel independen yang paling mempengaruhi prestasi kerja Anggota Sat Reskrim Polres Tasikmalaya Kota.

**Kata Kunci: Karakteristik Individu, Karakteristik Pekerjaan, Karakteristik Organisasi, dan Prestasi Kerja**

## **ABSTRACT**

***This thesis is entitled **The Influence of Individual Characteristics, Job Characteristics and Organizational Characteristics on the Work Performance of Members in the Criminal Investigation Unit (Sat Reskrim) of the Tasikmalaya City Police, Ikhwan, NIM. 82302223028.*****

*Based on the results of the pre-survey, it is known that the work performance of Criminal Investigation Unit members at the Tasikmalaya City Police Department is still not optimal. The formulation of the problem determined is: 1. How do individual characteristics influence the work performance of members at the Tasikmalaya City Police Criminal Investigation Unit, 2. How do job characteristics influence the work performance of members at the Tasikmalaya City Police Criminal Investigation Unit, 3. How do organizational characteristics influence members' work performance? at the Tasikmalaya City Police Criminal Investigation Unit, and 4. What is the influence of individual characteristics, job characteristics and organizational characteristics on the work performance of members at the Tasikmalaya City Police Criminal Investigation Unit. This research approach is descriptive quantitative research. 61 POLRI members in the Criminal Investigation Unit (Sat Reskrim) of the Tasikmalaya City Police were used as the population and sample in this research. The analysis tool uses multiple linear regression analysis. The results of the research show that: 1. Individual characteristics have a positive and significant influence on the work performance of members of the Tasikmalaya City Police Criminal Investigation Unit, 2. Job characteristics have a positive and significant influence on the work performance of Tasikmalaya City Police Criminal Investigation Unit members, 3. Organizational characteristics have positive and significant influence on the work performance of members of the Tasikmalaya City Police Criminal Investigation Unit, and 4. Individual characteristics, job characteristics and organizational characteristics have a positive and significant influence on the work performance of Tasikmalaya City Police Criminal Investigation Unit members. The job characteristics variable is the independent variable that most influences the work performance of Tasikmalaya City Police Criminal Investigation Unit members.*

***Keywords: Individual Characteristics, Job Characteristics, Organizational Characteristics, and Job Performance***