

ABSTRAK

Anggota polwan secara umum menjalankan tugas seperti polisi pria. Dengan bertambahnya tugas dan peran polwan, maka semakin bertambahlah tantangan bagi polwan untuk menunjukkan kinerja. Sehingga peran dukungan organisasi POLRI dianggap merupakan salah satu faktor yang menentukan bagi kinerja polwan. Tujuan penelitian ini untuk mengetahui bagaimana peran dukungan organisasi terhadap kinerja pada polisi wanita. Responden dalam penelitian ini berjumlah 110 polwan yang masih aktif bekerja di wilayah Sumsel dan DKI Jakarta. Penelitian ini menggunakan 2 alat ukur, yaitu skala *Perceived Organization Support* dan skala Kinerja dimensi kinerja tugas untuk mengukur tingkat kinerja tugas. Teknik pengambilan data pada penelitian ini adalah *accidental sampling*. Berdasarkan analisa data yang dilakukan, didapatkan hasil persepsi dukungan organisasi berperan signifikan sebanyak 33,4 % ($p < .005$) terhadap kinerja polisi wanita di Polda Sumsel dan Polda Metro Jaya. Dalam pandangan Islam, persepsi dukungan organisasi memiliki peran terhadap kinerja tugas seperti tolong-menolong dalam hal kebaikan dan kemaslahatan umat.

Kata Kunci : Polwan, Peran Organisasi, Kinerja Tugas

ABSTRACT

Policewomen in general carry out the same duties as policemen. With the additional duties and roles of policewomen, the more challenges are for policewomen to show their performance. So that the support role of the POLRI organization is considered to be one of the factors determining the performance of policewomen. The purpose of this study was to determine the role of organizational support on the performance of policewomen. Respondents in this study were 110 policewomen who are still actively working in the Sumsel and DKI Jakarta areas. This study uses 2 measurement tools, namely Perceived Organization Support to measure perceived organizational support and performance scale of task performance dimensions to measure the level of task performance. The data collection technique in this study was accidental sampling. Based on the data analysis conducted, it is found that the perception of organizational support plays a significant role in the performance of 33,4% ($p < .005$) policewomen in the Polda Sumsel and Polda Metro Jaya. In the Islamic point of view it also explains that the perception of organizational support has a role in task performance such as helping out in matters and benefit of the people.

Keywords: Policewomen, Perceived Organizational Support, Task Performance