The Effect of Quality of Work Life on Work Motivation of Criminal Investigation Department at South Jakarta Metropolitan Police District

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ABSTRACT

This study aims to determine whether there is an influence between the quality of work life on the work motivation of members of the South Jakarta Metropolitan Police Criminal Investigation Department. This study uses a quantitative approach using a survey method, where the number of respondents in this study consisted of 134 members of the South Jakarta Metropolitan Police Criminal Investigation Department. Sampling using the saturated sample method where the entire population is sampled in the study. The data collection technique used in this research is to use a questionnaire distributed to respondents. From the results of the study, it was found that (1) there is a very strong relationship between the quality of work life and the work motivation of members of the South Jakarta Metropolitan Police Criminal Investigation Department, where the relationship between the two variables is positive; (2) the percentage of the influence of the quality of work life which consists of supervision, wages and incentives, work as a reward, challenging work, interesting work, and working environment conditions simultaneously on the work motivation of members of the South Jakarta Metropolitan Police Criminal Investigation Department is 82.1% .
Keywords: Quality of work life, work motivation, South Jakarta Metropolitan Police Criminal Investigation Department.

ABSTRAK

Penelitian ini dilakukan karena masih rendahnya motivasi anggota Satuan Reskrim Polres Metro Jakarta Selatan. Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh antara kualitas kehidupan kerja terhadap motivasi kerja anggota Satuan Reskrim Polres Metro Jakarta Selatan. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Jumlah responden penelitian ini 134 anggota Satuan Reskrim Polres Metro Jakarta Selatan. Pengambilan sampel dengan menggunakan metode sampel jenuh, yaitu seluruh populasi dijadikan sampel dalam penelitian. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah menggunakan kuesioner yang dibagikan kepada responden. Hasil penelitian menunjukkan dua hal. Pertama, terdapat hubungan yang sangat kuat antara kualitas kehidupan kerja dengan motivasi kerja anggota Satuan Reskrim Polres Metro Jakarta Selatan. Hubungan antara kedua variabel adalah positif; Kedua, persentase sumbangan pengaruh kualitas kehidupan kerja yang terdiri dari supervisi, upah dan insentif, pekerjaan sebagai hadiah, pekerjaan menantang, pekerjaan menarik, dan kondisi lingkungan kerja secara simultan terhadap motivasi kerja anggota Satuan Reskrim Polres Metro Jakarta Selatan adalah sebesar 82,1%.
Kata Kunci: Kualitas Kehidupan Kerja, Motivasi Kerja, Satuan Reskrim Polres Metro Jakarta Selatan.

INTRODUCTION

One of the organizational resources that has an important role in achieving its goals is human resources. Currently, organizations increasingly understand the importance of maintaining employee loyalty and motivation to improve organizational performance. One way that organizations can do to maintain the loyalty and motivation of their employees is to improve the quality of their work life.

Motivation has long been a task in management. One of the problems faced by the manager, who in this case is the head of the work unit, is how to improve the motivation of members in carrying out their duties. Many efforts have been made through the provision of incentives or allowances. In certain situations this method may be successful in increasing the motivation of members. The other hand, the policy does not provide a solution to motivation because there are many other factors that can provide satisfaction for some members. Various research results conclude that motivation will have an effect on increasing performance, and decreasing turnover and work absenteeism (Bangun, 2012). Various motivational problems faced by many organizations only to solve short-term problems. Decreased morale is a characteristic of the lack of motivation felt by most workers.

Individual performance is something that is dynamic (not static) in the sense that it can increase or decrease. Dynamic individual performance will synergize into unit performance or organizational performance. This synergistic condition enables an organization to achieve organizational goals optimally. To achieve the specified performance, managers need to know in advance what drives and needs their workers, because the success of managers is determined by the results of carrying out tasks that have been carried out by workers well.

The Indonesian National Police (INP) as a government institution cannot be separated from the influence of the political, economic, socio-cultural, and national legal environment as well as the regional and global environment. INP are required to be able to adapt to environmental developments, especially in solving problems both internal and external. The Criminal Investigation Department is one of the functions in the police whose duties and roles are very important. The Criminal Investigation Department is the spearhead in the pillars of law enforcement in Indonesia in order to create a sense of justice and legal certainty in society. Therefore, it is necessary to have implementers who are reliable and able to overcome the challenges and workloads in line with the development of community dynamics and the legal changes that will occur.

Public demands for improving the performance of the INP, especially in the Criminal Investigation Department are getting higher and facing greater challenges, namely accountability, transparency and respect for human rights so that the conventional pattern of competency development no longer follows the development of existing social dynamics (Sembiring et al, 2020). This can be seen from the level of public complaints against the performance of criminal investigators, which even exceeds 80% of the total complaints (complaints) against the performance of the Police. Based on public complaints received by Kompolnas in 2014, 1036 complaints were received from the public, of which 785 letters contained complaints about poor service. Of all public complaints received by Kompolnas, the majority of residents complained about the service of the detective unit, it was recorded that 949 letters contained detective complaints, while only four letters contained complaints against the Samapta Technical Function service and nine complaints letters against the Traffic Technical Function (Itwasum, 2020).

The investigation process carried out by the South Jakarta Metropolitan Police Criminal Investigation Department was carried out optimally although the results could not be said to be satisfactory. This is due to internal constraints related to organizational resources that are not able to fully support the investigation process. The current performance of the South Jakarta Metropolitan Police Criminal Investigation Department is related to the systems and methods that have been prepared for the implementation of law enforcement, which can be illustrated in the table 1:

Table 1. CT-CC Period (2019-2020)

No	Years	*Crime Total (CT)*	*Crime Clereance (CC)*	Percentage
1.	2019	1.581	710	44,91%
2.	2020	2.024	406	20,06%

Source: South Jakarta Metropolitan Police Criminal Investigation Department, 2020

From the table 1, it can be seen that the task load of members of the South Jakarta Police Criminal Investigation Department is increasing every year by looking at the number of Crime Total (CT) in the table above, even more so with cases in arrears in previous years which are still the burden of members of the Criminal Investigation Department. South Jakarta Metropolitan Police which continues to grow every year. With the condition of the workload getting heavier every year, a quality working life condition is needed so that every member is motivated to face the workload.

LITERATURE REVIEW
Work Motivation

According to Devadass (2011: 566), motivation of workers is influenced by several key variables such as job characteristics, management training, worker characteristics and working environment conditions. Individual condition factors consist of skills, job competencies, personality, mood, values held. While the work situation factors are physical background, job design, wages, social norms, organizational culture. Victor Vroom in Bangun (2012: 323) says that a person's motivation leads to results for that person. Expectancy theory argues that employees determine in advance what behavior is performed and the value obtained for that behavior. This theory argues that a person will be motivated to do something in terms of achieving a goal if they believe that their behavior leads to the achievement of that goal. Expectancy theory has three main components, including:

1. Expectation of achievement (Expectancy) is an opportunity that is expected to occur for behavior. These expectations will influence their decisions about how to behave. Expectations will range from negative values (highly undesirable) to positive values (highly desirable). A negative expectation indicates that there is no possibility that an outcome will arise as a result of a particular action, in fact the outcome could be worse. Positive expectations indicate certainty that certain outcomes will arise as a consequence of an action or behavior.
2. Valence, is a positive or negative value of the results of certain behaviors. An intensity of the need to achieve results, with respect to preferences for results that can be seen by each individual. For an individual, certain behavior has a certain value. A result has a positive valence if it is selected, but otherwise has a negative valence if it is not selected.
3. Instrumentaly, namely the magnitude of the possibility when working effectively, whether certain desires and needs will be fulfilled. The index is a measure of how much the organization will reward the results of its efforts to satisfy its needs.

Quality of Work Life

Quality of work life is the conditions and characteristics of work that contribute to motivation and job satisfaction (Walton, 1973 in Baleghizadeh and Gordani, 2012). The concept of quality of work life is becoming an important social issue throughout the world which so far has emphasized issues related to the quality of personal life. Currently, the quality of work life is a multidimensional concept accompanied by concepts such as job security, reward systems, promotion opportunities and involvement in the decision-making process. Quality of work life represents organizational culture or management style where workers feel more responsible and valuable in an organization (Luthans, 1998 in Jofreh et. al, 2013). According to Winardi (2001: 244) that the quality of an individual's work life has been associated with many kinds of behavior at work and outside of work. Improvements, for example, in the quality of work life can lead to more positive feelings about oneself (increased self-esteem), towards the work performed (increased job satisfaction and engagement) and towards the organization (stronger commitment to organizational goals). The quality of work life according to Nawawi (2006: 34-37) consists of six elements, including: Good Supervision, Good Wages and Incentives, Work Perceived as a Reward, Challenging Work, Interesting Work, and Good Working Environment Conditions.

Research Hypothesis

The hypotheses in this study are:

H_0 : There is no influence between Quality of Work Life on Work Motivation of Members of criminal unit members at south metropolitan police district.

H_1 : There is influence between Quality of Work Life on Work Motivation of Members of criminal unit members at south metropolitan police district.

METHODS

This is an explanatory research using a quantitative approach which aims to examine the effect of quality of work life on motivation. The research method used in this study is a survey method. The population in this study were members of the South Jakarta Metropolitan Police Criminal Investigation Department, amounting to 134 people. The sampling technique was carried out by the census method in the sense that the entire population in this study would be the research sample, namely all members of the South Jakarta Metropolitan Police Criminal Investigation Department with a total of 134 people (saturated sample).

The data collection technique carried out by the author in this study was using a questionnaire with 57 statements with a Likert scale model distributed to 134 members of the South Jakarta Metropolitan Police Criminal Investigation Department. The questionnaire used to measure the quality of work life was adapted from the theory from Nawawi (2006) about the six dimensions that make up the quality of work life, namely Good Supervision, Good Wages and Incentives, Jobs Perceived as Rewards, Challenging Jobs, Interesting Jobs, and Conditions. Good Work Environment. To measure work motivation, researchers used a questionnaire developed from the motivation theory of Vroom (2012) which states that a person will be motivated to do something in terms of achieving goals if they believe that their behavior leads to the achievement of these goals with three main components, namely Expectations of achievement, Valence, and Instrumentaly. The quality of work life questionnaire consisted of 34 items that were valid and reliable prior to data collection, while work motivation consisted of 23 items that were valid and reliable. This study uses SPSS analysis tools to test normality, homoscedasticity, linearity, correlation testing, multiple regression analysis, simultaneous test (F test), and the coefficient of determination (R2).

RESULTS AND DISCUSSIONS
Results
Normality Test

According to Singgih Santoso (2014: 192) that the normality of research data can be detected by looking at the spread of data (points) on the diagonal axis of the graph, on the basis of decision making:

- If the data spreads around the diagonal line and follows the direction of the diagonal line, then the regression model fulfills the assumption of normality.
- If the data spreads far from the diagonal line and/or does not follow the direction of the diagonal line, then the regression model does not meet the assumption of normality.
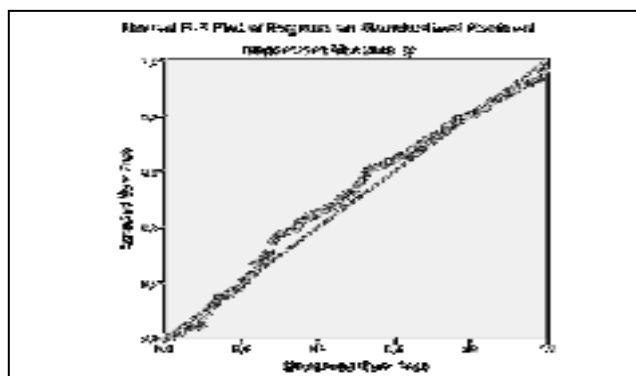

Figure 1. Histogram Scatterplot
Source : Primary Data

From the picture above, it can be seen that the dots spread around the diagonal line, and the spread follows the direction of the diagonal line. So the regression model is feasible to use for prediction of motivation based on the input of the quality of work life variable.

Homoskedastisity Test

According to Singgih Santoso (2014: 187), this test is used to find out whether in a regression model, there is an inequality of residual variance from one observation to another. If the residual variance from one observation to another is fixed, then it is said to be homoscedasticity;

and if the variance is different, it is referred to as heteroscedasticity. A good regression model is that there is no heteroscedasticity.
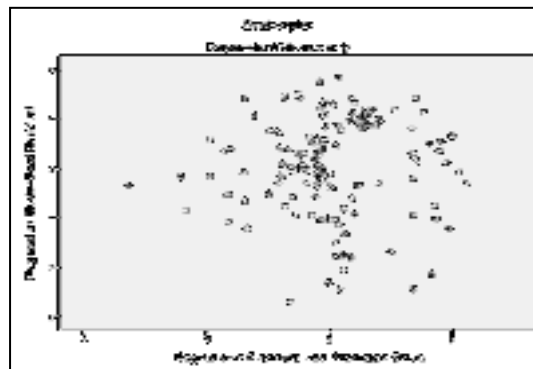

Figure 2. Heterokesdasity Test Scatterplot

Source : Primary Data

Figure 2 that the points do not form a clear pattern, and the points spread above and below the number 0 on the Y axis. So it can be concluded that there is no heteroscedasticity problem in the regression model, so the regression model is feasible to use for Y prediction based on the input of the independent variable (X).

Linierity Test

The linearity assumption is met if the plot between the standardized residual value and the standardized predictive value does not form a certain pattern (random) (Suliyanto, 2005: 77).
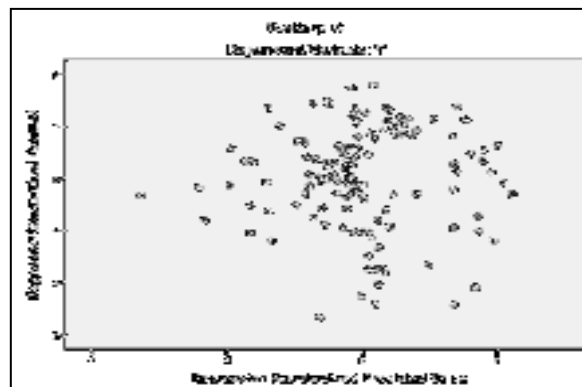
Figure 3. Linierity Test Scatterplot

Source : Primary Data

From Figure 3 it can be seen that the plot between the standardized residual value and the standardized predictive value does not form a certain pattern (random) so that the linearity assumption has been fulfilled.

Correlation Test

Correlation analysis is used to determine whether there is a relationship between two or more variables and also to determine the effect of changes in variable X on changes in variable Y. If these variables have a linear relationship, it is called a correlation coefficient. In other words, that the correlation coefficient is a measure of the size or strength of the relationship between the X variable and the Y variable. The following is the Pearson correlation coefficient value obtained from data processing using the SPSS version 22 program:

Table 2. Pearson Correlation

		X	Y
X	Pearson Correlation	1	,900**
	Sig. (2-tailed)		,000
	N	134	134
Y	Pearson Correlation	,900**	1
	Sig. (2-tailed)	,000	
	N	134	134

**. Correlation is significant at the 0.01 level (2-tailed).
Source : Primary Data

In the output above, it can be seen that the Pearson correlation value between the variables of quality of work life and work motivation is 0.900. A positive correlation value means that there is a positive relationship or in other words, if the quality of work life increases, work motivation will also be higher. The close relationship between the two variables is included in the very strong category.

Multiple Regression Analysis

After fulfilling the classical assumption test, the regression model used in this study is correct. Furthermore, it will be tested whether there is an effect of the quality of work life on the work motivation of members of the South Jakarta Metropolitan Police Criminal Investigation Department. Shown below are the results of multiple regression analysis data processing using SPSS version 22:

Table 3. Correlation Coefficient

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-14,384	4,826		-2,981	,003
x1	,461	,216	,139	2,135	,035
x2	,461	,203	,123	2,269	,025
x3	,898	,291	,185	3,084	,003
x4	,564	,411	,068	1,373	,172
x5	1,461	,355	,252	4,119	,000
x6	,800	,172	,302	4,661	,000

a. Dependent Variable: Y

The influence of Supervision (X_1), Wages and Incentives (X_2), Work as a Reward (X_3), Challenging Work (X_4), Interesting Work (X_5), Work Environment Conditions (X_6) simultaneously on Work Motivation (Y) were analyzed using multiple regression analysis. The results of data processing obtained coefficient value a = -14,384; b_1 = 0.461; b_2 = 0.461; b_3 = 0.898; b_4 = 0.564; b_5 = 1.461; b_6 = 0.800. By entering the values of these coefficients into the regression equation, a multiple regression equation model is obtained for the effects of Supervision (X_1), Wages and Incentives (X_2), Jobs as Rewards (X_3), Challenging Jobs (X_4), Interesting Jobs (X_5), Working Environment Conditions (X_6) simultaneously on Work Motivation (Y) members of the South Jakarta Metropolitan Police Criminal Investigation Department can be written as follows:

$$\hat{Y} = -14{,}384 + 0{,}461X_1 + 0{,}461X_2 + 0{,}898X_3 + 0{,}564X_4 + 1{,}461X_5 + 0{,}800X_6$$

Explanation :

a = -14,384; it means that if the Quality of Work Life of criminal unit members at South Jakarta Metropolitan Police District is zero, then the average value of the members' work motivation has a value of -14,384.

b_1 = 0,461; it means that every time there is an increase in the Supervision indicator (X_1) by one unit, then the work motivation of members will increase by 0.461 units. Assuming other indicators are constant such as Wages and Incentives (X_2), Jobs as Rewards (X_3), Challenging Jobs (X_4), Interesting Jobs (X_5), and Working Environment Conditions (X_6).

b_2 = 0,461; it means that every time there is an increase in the Wage and Incentives (X_2) indicator by one unit, the Work Motivation of members will increase by 0.461 units. Assuming other indicators are constant such as Supervision (X_1), Job as Reward (X_3), Challenging Jobs (X_4), Interesting Jobs (X_5), and Working Environment Conditions (X_6).

b_3 = 0,898; it means that every time there is an increase in the Work as Rewards (X_3) indicator by one unit, then the member's Work Motivation will increase by 0.898 units. Assuming other indicators are constant such as Supervision (X_1), Wages and Incentives (X_2), Challenging Jobs (X_4), Interesting Jobs (X_5), and Working Environment Conditions (X_6).

b_4 = 0,564; it means that every time there is an increase in the Challenging Jobs indicator (X_4) by one unit, then the Work Motivation of members will increase by 0.564 units. Assuming other indicators are constant such as Supervision (X_1), Wages and Incentives (X_2), Jobs as Rewards (X_3), Interesting Jobs (X_5), and Working Environment Conditions (X_6).

b_5 = 1,461; it means that every time there is an increase in the Interesting Jobs indicator (X_5) by one unit, then the Work Motivation of members will increase by 1.461 units. Assuming other indicators are constant such as Supervision (X_1), Wages and Incentives (X_2), Jobs as Rewards (X_3), Challenging Work (X_4), and Working Environment Conditions (X_6).

b_6 = 0,800; it means that every time there is an increase in the indicators of Work Environment Conditions (X_6) by one unit, then the Work Motivation of members will increase by 0.800 units. Assuming other indicators are constant such as Supervision (X_1), Wages and Incentives (X_2), Jobs as Rewards (X_3), Challenging Jobs (X_4), and Interesting Jobs (X_5).

From the regression equation above, it can be predicted that the overall indicators of Quality of Work Life include Supervision (X_1), Wages and Incentives (X_2), Jobs as Rewards (X_3), Interesting Jobs (X_4), Attractive Jobs (X_5), and Working Environment Conditions (X_6) generally has a positive value on Work Motivation (Y) members of the South Jakarta Metropolitan Police Criminal Investigation Department.

Simultaneous Test (F Test)

Simultaneous tests were used to determine jointly the independent variables, namely Supervision (X_1), Wages and Incentives (X_2), Jobs as Rewards (X_3), Challenging Jobs (X_4), Interesting Jobs (X_5), and Working Environmental Conditions (X_6) has an effect on the dependent variable, namely the work motivation of members of the South Jakarta Metropolitan Police Criminal Investigation Department. The hypothesis used is:

H_0 : The variable of Quality of Work Life is not an explanatory variable to the variable of Work Motivation or the independent variables simultaneously have no significant effect.

H_1 : The variable of Quality of Work Life is an explanatory variable to the variable of Work Motivation or the independent variables simultaneously have a significant effect.

The results of data processing using SPSS version 24 obtained results as shown in table 4 below :

Table 4. F Test Result

ANOVAᵃ

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	9733,601	6	1622,267	96,911	,000ᵇ
Residual	2125,951	127	16,740		
Total	11859,552	133			

a. Dependent Variable: Y

b. Predictors: (Constant), x6, x4, x2, x5, x3, x1

In Table 4 it can be seen that the significance value of 0.000 is smaller than 0.05. This means that H_0 is rejected or H_1 is accepted or in other words that Supervision, Wages and Incentives, Jobs as Rewards, Challenging Jobs, Interesting Jobs, and Working Environment Conditions are explanatory variables for the Work Motivation variable for members of the South Jakarta Metropolitan Police Criminal Investigation Department or variable being free simultaneously has a significant effect on the work motivation of members of the South Jakarta Metropolitan Police Criminal Investigation Department.

Coefficient of Determinant (R^2)

To determine the percentage of the influence of the independent variables (X_1, X_2, ...,X_n) on the dependent variable, the coefficient of determination is used which can be seen in Table 5 below.:

Table 5. Coefficient of Determinant

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,906ᵃ	,821	,812	4,09143

a. Predictors: (Constant), x6, x4, x2, x5, x3, x1

From Table 5 it can be seen that R Square is 0.821. This means that 82.1% of work motivation variables can be explained by Supervision (X_1), Wages and Incentives (X_2), Jobs as Reward (X_3), Challenging Jobs (X_4), Interesting Jobs (X_5), and Working Environment Conditions (X_6); while the remaining 17.9% is explained by other variables not explained in this study.

Discussions
Analysis of the Relationship between Quality of Work Life and Work Motivation

Hypothesis testing states that there is a relationship between the quality of work life and work motivation, with the Pearson correlation value shown between the variables of quality of work life and work motivation of 0.900. A positive correlation value means that there is a positive relationship, that is, if the quality of work life increases, work motivation will also increase. For the value of the close relationship between the quality of work life and work motivation, it is included in the very strong category.

Based on the test results obtained a significance of 0.000; the test uses a two-tailed test with a significance level of = 0.05; significance value 0.000 less than 0.05; means that there is a significant relationship between the quality of work life and work motivation.

The results of calculating the value of the correlation coefficient prove that there is a correlation or relationship between the variables of quality of work life and work motivation of members of the South Jakarta Metropolitan Police Criminal Investigation Department, and has a unidirectional relationship with the positive correlation coefficient shown. On the other hand, if the

variable quality of work life decreases, the work motivation of members of the South Jakarta Metropolitan Police Criminal Investigation Department will also decrease.

The results of this study are in line with the research conducted by Manouchehr Jofreh et al in a research journal entitled "*The Relationship Between EFL Teachers' Quality of Work Life and Job Motivation*" in the Middle-East Journal of Scientific Research 14 (10). The research revealed that there is a very strong correlation between the quality of work life and motivation. The results of other studies that support this research are research conducted by Hasmalawati and Restya (2017) which states that the quality of work life has a significant and positive influence on work motivation.

Effect of Simultaneous Quality of Work Life on Work Motivation

Based on the test using multiple linear regression, the results show that of the six indicators of the quality of work life included in the regression model, it has a significant effect on work motivation. Simultaneous hypothesis testing shows that the variable quality of work life has a positive effect on work motivation. This is shown by the regression equation as follows:

$$Y = -14{,}384 + 0{,}461X_1 + 0{,}461X_2 + 0{,}898X_3 + 0{,}564X_4 + 1{,}461X_5 + 0{,}800X_6$$

In the coefficient of determination test, the R Square value is 0.821 or 82.1%. This shows that the percentage contribution of the influence of the independent variable (quality of work life) contributes to the dependent variable (work motivation) of 82.1%.

Hypothesis testing was carried out using the F statistical test, which was to determine whether the independent variables (quality of work life) simultaneously affected the dependent variable (work motivation). Based on the results of the Anova table on the F statistical test, the F_{count} value is 96.911; while F_{table} is 2.17. The result is that $F_{count} > F_{table}$ (96.911 > 2.17), thus the variable quality of work life which includes the indicators of Supervision (X_1), Wages and Incentives (X_2), Work as Reward (X_3), Challenging Job (X_4), Interesting Job (X_5), and Working Environmental Conditions (X_6) together affect the work motivation of members of the South Jakarta Metropolitan Police Criminal Investigation Department.

The results of this study are in accordance with the opinion of Djamin et al (1995: 234) which suggests that supervision helps members in obtaining motivation to solve the problems they face and encourages them to engage in activities to create situations of harmony to work more efficiently and effectively in order to increase work productivity. The supervision carried out at the South Jakarta Metro Police Criminal Investigation Department has been going well. This can be seen, for example, from the analysis and evaluation activities that are carried out periodically (once a week), the implementation of the case process in handling cases to find out the developments and obstacles faced by members, or the direction given by superiors (Kasat / Wakasat / Kanit) to members at the end of the year. when the apple of the work unit to achieve a predetermined performance.

The results of this study are in accordance with the opinion of Nawawi (2011: 373) that wages and incentives affect the work motivation of members. Wages as a motivation in this case are related to rank and position, while the incentive system is designed in conjunction with the remuneration system so as to motivate workers to continue to try to improve and improve their abilities in carrying out the tasks for which they are responsible. The wage system in the South Jakarta Metro Police Criminal Investigation Department already exists in the form of salaries received every month. The current incentive system can be in the form of allowances such as wife/child allowances, job allowances, or performance allowances. Another form of incentive currently running at the South Jakarta Metro Police Criminal Investigation Department is the existence of career opportunities for each member and a reward system in the form of awards given every month for members who excel in carrying out the tasks they are responsible for.

The results of this study are in accordance with the opinion of Hadari Nawawi (2006: 35) which suggests that managers in all fields and levels within an organization must try to place workers in their preferred work fields, so that they are felt as rewards, which will give them passion. and motivation at work. In the South Jakarta Metro Police Criminal Investigation Department, superiors (Kasat/Wakasat) provide opportunities for members to explore certain skills/skills as well as opportunities to learn new things through giving members the opportunity to attend undergraduate education (Legal Science) whose learning activities are carried out at the South Jakarta Metro Police building; the opportunity to take part in vocational education/training in order to support the implementation of tasks; and the opportunity to apply the knowledge possessed in the work unit that

is felt to be in accordance with the abilities of members. Another thing that was also found in the South Jakarta Metro Police Criminal Investigation Department was the opportunity given to all members to communicate or spend time with their families, especially when the member was in a state of off duty.

The results of this study are in accordance with the opinion of Nawawi (2006: 35) that an interesting job is one aspect that has a positive influence on the work motivation of members in order to improve the performance of an organization. The things that the researchers found in the Criminal Investigation Department of the South Jakarta Police regarding interesting job indicators were that work in the field of investigation instills positive values for members such as the values of honesty, hard work, and concern for others. In the South Jakarta Police Criminal Investigation Department, work becomes an interesting thing with a fair performance appraisal system, clear division of tasks and responsibilities, and support from colleagues in carrying out the tasks for which they are responsible. These things are indicators of the quality of work life variables that have a positive effect on the work motivation of members of the South Jakarta Metro Police Criminal Investigation Department.

In the National Police organization, especially the South Jakarta Metro Police Criminal Investigation Department, a good working environment has a very important role in creating work motivation for members. This is in accordance with the opinion of Hadari Nawawi (2006: 37) that managers of all fields and levels in an organization must try to create, develop, and maintain a conducive work environment, so that workers continue to work with high motivation and performance.

The results of the coefficient of determination test showed that the percentage of the influence of the quality of work life contributed to work motivation of 82.1%. This is in accordance with the relationship model proposed by Walton in Baleghizadeh and Gordani (2012) which states that the quality of work life is the conditions and characteristics of work that contribute to motivation and job satisfaction.

CONCLUSIONS AND IMPLICATIONS
Conclusions
In general, this research can be concluded as follows:
1. Regarding research issues about the relationship between the quality of work life and work motivation of criminal unit members at South Jakarta Metropolitan Police District, the results of the research data test show that there is a very strong relationship between the quality of work life and the work motivation of criminal unit members at South Jakarta Metropolitan Police District. This is indicated by the close relationship between the two variables of 0.900; where the relationship between quality of work life and work motivation of criminal unit members at South Jakarta Metropolitan Police District.
2. Regarding the issue of the influence of the quality of work life on the work motivation of criminal unit members at South Jakarta Metropolitan Police District, that from the results of testing research data, it is found that the percentage of the contribution of the quality of work life which consists of supervision, wages and incentives, work as reward, challenging job, interesting job, and working environment conditions simultaneously on the work motivation of criminal unit members at South Jakarta Metropolitan Police District have an effect of 82.1%; while the remaining 17.9% is influenced by other variables not explained in this study. The quality of work life will have a positive influence on the work motivation of members of the South Jakarta Metropolitan Police Criminal Investigation Department if it is carried out simultaneously.

Implications
Based on the conclusions above, the author strongly proposes implications, so that the South Jakarta Metropolitan Criminal Investigation Department maintains and develops aspects of the quality of work life that contribute positively to the work motivation of members of the South Jakarta Metropolitan Police Criminal Investigation Department which include supervision, wages and incentives, work as reward, challenging job, interesting job, and working environment conditions for members of the South Jakarta Metropolitan Police Criminal Investigation Department.

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