

ABSTRACT

Jean Silvana Bolang NIM. 12010121410087. *The Effect of Leadership Perceptions on Performance Through Member Development in Members of the Human Resources Bureau of the Central Java Regional Police*; Advisor: Mirwan Surya Perdhana, S.E., M.M., Ph.D.

The performance of the Polri members is crucial to the accomplishment of the objectives that have been set in accordance with the National Police's vision and aims. Utilizing performance as a strategic instrument, the capacity of Polri members to accomplish their tasks in line with the rules is evaluated. One of the main determinants of how the police are managed fairly and professionally as a necessary prerequisite for the accomplishment of good governance is the position of the police in state institutions. This fits with the paradigm shift including civilian or non-military police, whose job it is to carry out a governmental role. In the HR Bureau of the Central Java Regional Police, this study intends to examine the connections between perceptions of leadership and member development, the impact of perceived leadership on member performance, and the link between member development and member performance. employing quantitative research techniques and Smart PLS software for analysis. The study's findings indicate that, first, there is a favorable relationship between leadership perception and member development, with a t count of 11,254 > t table (1.96), indicating that Hypothesis 1 in this study is accepted. With a t count of 2,269 > t table (1.96), which indicates that Hypothesis 2 in this study is supported, there is a second positive relationship between perceptions of leadership and member performance. Thirdly, with a t count of 2,869 > t table (1.96), the study's third hypothesis—that there is a positive relationship between member development and member performance—is confirmed.

Keywords: *the development of members, performance, and leadership.*