

## ABSTRACT

*Organizations have a variety of resources as "inputs to be transformed into" outputs in the form of products or services. kinds of these resources, human or human resources (HR) is the most important element. The duties and responsibilities of this work unit, the existence of a Personal Staff Leader in an institution as big as the Police Academy with the role it has is a must. It is this Personal Staff of the Chair who is the foremost unit that must be prepared to implement it, whether carried out alone or forwarded to other Implementing Elements.*

*In this study the problems examined were the Effect of Performance Allowances, Loyalty, and Discipline on Improving Performance "(Study of the Personal Staff of the Leaders at the Semarang City Police Academy). With the census sampling method. Data collection was carried out using interview and literature study methods. Data collection techniques used in this study were in the form of a questionnaire using a Likert scale.*

*The results of this study namely, states that performance benefits significantly influence employee performance with a significance value of 0.041 which is smaller than 0.05. Loyalty has a significant effect on employee performance with a significance value of 0.010 which is smaller than 0.05. Discipline has no significant effect on employee performance with a significance value of 0.301 which is greater than 0.05. Adjusted R Square Value of 58.7%.*

**Keywords:** *Leader's personal staff, performance finance, loyalty, discipline, performance improvement.*