

The Influence of Conformity on Group Decisions in the Boalemo Police Environment

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Abstract. *This study aimed to examine the influence of conformity on group decision making in the Boalemo Police Department. The research employed a quantitative approach using simple linear regression analysis. The participants consisted of 30 members of the Boalemo Police Department selected through total sampling. Data were collected using conformity and group decision-making scales in the form of questionnaires. The results showed a significant positive relationship between conformity and group decision making, with a correlation coefficient of 0.604 and a significance value of $p < 0.01$. These findings indicate that higher levels of conformity are associated with higher levels of group decision making among members of the Boalemo Police Department. In the organizational context of the police, conformity appears to support consensus building, coordination, and the efficiency of collective decision-making processes. Thus, this study highlights that conformity is an important socio-psychological factor in shaping group decision making within a hierarchical work environment.*

Keywords: *Conformity, Group Decision-Making, Police Environment*

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INTRODUCTION

One government instrument with significant influence on society is the Indonesian National Police (Polri). As an organization, the Polri carries out various duties, including upholding public safety and security, enforcing the law, and serving the community. Reisig (2010) said that, police participating in community service must be ready to assist the community if problems arise. In their capacity as protectors, the police must be ready to defend and reward the community if anarchy occurs during an activity (Bakkara et al., 2022).

The Indonesian National Police (Polri) is responsible for maintaining security stability, protection, and service to the community (Kurniawatie, 2025; Pabesak et al., 2023; Dwinugroho, 2024; Rahman et al., 2021; Kurniawan et al., 2023). This is stipulated in "Law of the Republic of Indonesia Number 2 of 2002 concerning the Indonesian National Police." Its motto is "Rastra Sewakotama," meaning "Primary Servant for the Nation," and the slogan "Protect and Serve." Currently, the public's image of the police is suboptimal, due to numerous public complaints about abuse of authority by certain police officers (Mukhtadir et al., 2025; Winarsi, 2025).

In the context of a police organization, operational effectiveness often depends on how well team members can work harmoniously and make sound collective decisions. Conformity can contribute positively by encouraging harmony and coordination among members (Rosmanita et al., 2021; Hysa et al., 2021; Rampersad et al., 2010; Heerdink et al., 2013). However, excessive conformity can also pose risks, such as the emergence of groupthink, where decisions are made

without critical consideration due to pressure to reach a consensus and avoid dissent (Ritonga et al., 2025; Irwanti, M., & Muharman, 2015).

Aqila (2020) states that the influence of conformity on groups results in a change in beliefs as a result of group pressure, evident in an individual's tendency to consistently conform to the group's behavior, thereby avoiding alienation or criticism. In general, individuals tend to adopt a conformist attitude, or one that aligns with the group's attitudes.

The desire to be accepted within the group drives individuals to make various adjustments to align with the group, particularly in the work environment, such as decision-making and adherence to rules (Suriyah & Sia, 2007). In institutions like the Boalemo Police Department (Polres), where teamwork and uniformity of action are highly emphasized, understanding the influence of conformity is crucial.

The hierarchical structure and strict discipline inherent in police institutions often encourage members to follow majority opinion or superiors' directives without considering personal opinions. This is in line with research conducted by Putri at the Semarang Police Academy (AKPOL), which showed that conformity has a positive relationship with cadets' self-esteem, meaning that the higher the conformity, the higher the perceived self-esteem. Conformity pressure can inhibit critical thinking and evaluation of alternatives in decision-making.

Although this study did not directly examine group decision-making, it does indicate that conformity can influence group dynamics and individual perceptions within the police force (Henningsen, D. D., & Henningsen, 2015; Ahmad, 2024; Renner et al., 2025; Jones & Roelofsma, 2000; Steyn et al., 2004; Bradford et al., 2014). Group decision-making is a process in which a group of individuals collaborate to analyze a problem, consider various alternatives, and collectively select the best solution. This process is often used in organizations to leverage diverse perspectives and expertise, hopefully resulting in more comprehensive and effective decisions (Hutama et al., 2015).

Each member will feel satisfied or valued if this collective agreement aligns with the individual characteristics or personalities of each group member (Jackson et al., 2006; Emich et al., 2022; Jehn et al., 1997; Gibbard et al., 2017). Attachment and the desire to remain with a group will increase (Baumeister & Leary, 2017; Marmarosh & Tasca, 2013; Mikulincer & Shaver, 2007). In social psychology, this is known as group cohesiveness. Group cohesiveness is the strength of members' continued attraction to their group over other groups. Following the group provides a sense of togetherness and enjoyment (Hutama et al., 2015).

Research conducted by Bakkara et al. (2022) at the North Sumatra Regional Police Secretariat Unit identified that communication, group cooperation, leadership, and collective decision-making significantly influence police officer performance. Although communication and leadership did not show significant effects individually, group cooperation and decision-making had a significant positive impact (Supovitz & Tognatta, 2013; Ceschi et al., 2014; Sarker et al., 2010). This emphasizes the importance of healthy group dynamics and inclusive decision-making processes in improving organizational performance.

In addition to cohesiveness, which is the attachment of members to their group, a group naturally has rules or norms that all members must adhere to. All members who join are explained the rules or norms within the group. In social psychology, this is called conformity. Sarwono (2012) explains that conformity involves conforming to others' behavior. This behavior is carried out either by self-will or pressure.

In the Boalemo Police Department work environment, group decision-making is a crucial aspect in determining the effectiveness of organizational performance. However, in the process, individuals often tend to align their opinions or behavior with group norms, a phenomenon known as conformity. Conformity itself can have positive impacts, such as increasing teamwork and harmony. However, it can also have negative impacts, such as reducing independence of thought and encouraging suboptimal decisions.

If decisions are based more on social pressure than rational and objective considerations, this has the potential to impact the quality of policies and the operational effectiveness of the Boalemo Police Department. In this growing body of research, several variables remain underexplored, particularly regarding Conformity to Group Decisions. Although several studies have addressed this aspect, research specifically examining Conformity to Group Decisions has not yet been conducted. Therefore, it is necessary to examine how conformity influences group decisions in the work environment.

Based on the problems above, the researcher is interested in conducting research entitled "The Influence of Conformity on Group Decisions in the Boalemo Police Work Environment."

METHODS

This study employed a quantitative research approach to examine the influence of conformity on group decision making in the Boalemo Police Department. A quantitative design was considered appropriate because the study sought to measure the relationship between two variables in a structured and objective manner using numerical data derived from standardized instruments. The research focused on identifying whether conformity, as the independent variable, had a measurable influence on group decision making as the dependent variable among police personnel working within an organizational environment characterized by hierarchy, discipline, and collective coordination. The study was conducted in the Boalemo Police Department. The population consisted of members of the Boalemo Police Department who were available and relevant to the objectives of the study. The sample comprised 30 respondents, and the sampling technique used was total sampling. This technique was selected because the number of accessible participants was limited and all members of the target group were included as research respondents. By applying total sampling, the study attempted to capture the overall responses of the available population within the research setting, thereby reducing the possibility of selection bias within the accessible group.

Data were collected using questionnaires constructed in the form of Likert scales. Each item was designed to measure respondents' level of agreement with a series of statements related to the research variables. The response options consisted of Strongly Agree, Agree, Disagree, and Strongly Disagree. The use of a Likert scale enabled the researcher to quantify participants' perceptions and tendencies in a systematic way, making the data suitable for statistical analysis. This format was also considered practical for gathering responses from participants in an institutional setting where time efficiency and clarity of response categories are important. Two instruments were used in this study. The first was the Group Decision-Making Scale, which was developed based on the aspects of decision making proposed by Atmosudirdjo. This scale was intended to assess the extent to which respondents participated in, aligned with, and were involved in decision-making processes within the group context. The second was the Conformity Scale, which was developed based on aspects adapted by Aziz from the conformity framework of Sears. This scale was used to measure the tendency of respondents to adjust their attitudes, opinions, or behaviors to align with group norms, expectations, or pressures. The use of these two scales allowed the study to quantitatively examine the relationship between conformity behavior and group decision-making tendencies in the police work environment.

In this study, conformity functioned as the independent variable, while group decision making functioned as the dependent variable. The operationalization of these variables was based on the total scores obtained by respondents on each scale. Higher scores on the conformity scale indicated a stronger tendency to conform to group influences, while higher scores on the group decision-making scale reflected stronger tendencies toward involvement in or orientation toward collective decision-making processes. The scoring results from both instruments were then processed statistically to identify the direction and strength of the relationship between the two variables. The data collection process was carried out by distributing the questionnaires to the respondents who met the research criteria within the Boalemo Police Department. Respondents were asked to read each statement carefully and choose the response that best

represented their actual condition or perception. After all questionnaires had been completed, the responses were coded and entered into the statistical software for analysis. This procedure was intended to ensure that the data were organized systematically and ready for further testing.

Data analysis in this study was conducted using SPSS version 26 for Windows. Descriptive statistics were first used to present an overview of the research data, including the minimum score, maximum score, mean, and standard deviation of each variable. These statistics provided an initial description of the distribution of respondents' scores on both conformity and group decision making. After the descriptive analysis, assumption testing was performed before hypothesis testing. The assumption tests included a normality test to determine whether the data were normally distributed and a linearity test to assess whether the relationship between the independent and dependent variables followed a linear pattern. These tests were important because they served as prerequisites for the use of parametric analysis, particularly simple linear regression.

To test the research hypothesis, the study used simple linear regression analysis. This technique was selected because the research aimed to determine whether conformity significantly influenced group decision making. In addition to regression analysis, correlation analysis was also used to examine the strength and direction of the relationship between the two variables. The coefficient of determination was further calculated to identify the proportion of variance in group decision making that could be explained by conformity. Through this analytical procedure, the study was able to determine not only whether a significant relationship existed, but also how strong the contribution of conformity was to group decision making among members of the Boalemo Police Department.

RESULT AND DISCUSSION

Table 1. Range of Research Data Scores

Scale	Min	Max
Career Decision Making	50	63
Group Conformity	68	88

Source: Processed Results of SPSS 2025

Based on the table above, the obtained (empirical) and possible (hypothetical) scores of the alumni groups varied in their levels of career decision-making and conformity. On the career decision-making scale, the empirical score ranged between 50 and 63, with a mean of 56.17 and a standard deviation of 3.14. On the conformity scale, the empirical score ranged between 68 and 96, with a mean of 56.17 and a standard deviation of 3.14. Furthermore, the empirical mean and standard deviation of each scale were used to categorize the scales.

Table 2. Group Conformity Criteria

Category	Range	Total	%
Very high	>85,41	3	3%
Tall	80,21-85,40	5	22%
Currently	75,01-80,20	12	45%
Low	69,81-75,00	7	28%
Very Low	<69,80	3	3%
Total		30	100%

Source: Processed Results of SPSS 2025

Based on the table above, it is known that the majority of the conformity levels of the group of 30 police officers (45%) have a score range of 75.01 – 80.20, which is included in the moderate criteria.

Bivariate Analysis

Table 3. Normality Test Results

Variable	Kolmogorof Smirnov	Significance	Information
X	0,738	0,647	Normal
Y	0,811	0,173	Normal

Source: Processed Results of SPSS 2025

Based on the results of the normality test in the table above, it shows that career decision-making has a Kolmogorov-Smirnov Z value of 0.738 with $p = 0.647 > 0.05$, indicating a normal distribution for the career decision-making variable. The group conformity variable has a Kolmogorov-Smirnov Z value of 0.811 with $p = 0.173 > 0.05$, indicating a normal distribution for the group conformity variable.

Table 4. Linearity Test Results

Variable	F	Significance	Information
X - Y	49,411	0,000	Linear

Source: Processed Results of SPSS 2025

Based on the table output above, it can be concluded that all of the results are significant, thus indicating a linear relationship between the independent variables and the dependent variable.

Hypothesis Testing

Table 5. Product-Moment Correlation Test Results

Variable	Correlation Value	Sig. Value	Information
Decision Making	0,604	0,000	Very Significant
Group Conformity	0,604	0,000	Very Significant

Source: Processed Results of SPSS 2025

Based on the Pearson Correlation analysis, the r value was 0.604 with a significance level of 0.000 ($p < 0.01$), indicating that the hypothesis proposed in this study is accepted, namely, there is a significant relationship between group conformity and career decision-making among police officers.

Table 6. Results of the Coefficient of Determination Test

Variable	R	R Square
Decision Making	0,604	0,365
Group Conformity	0,604	0,365

Source: Processed Results from SPSS 2025

Based on the calculation results, the R-square value was 0.365, which is expressed as 36.5%. This means that the contribution of the group conformity variable to group decision-making within the Boalemo Police Department is 36.5%, while the remaining 63.5% is influenced by other variables not examined in this study.

The results of the study indicate a significant relationship between conformity and group decisions within the Boalemo Police Department. The higher the conformity, the higher the group decision-making. Most group decisions within the Boalemo Police Department fall within the moderate category, and the majority of conformity levels fall within the moderate category. Winkel's theory (in Afifah et al., 2025) states that peer conformity is a factor influencing career decisions. The findings of this study support this theory. It also supports Chaira & Taufik (2025) argument that imitating a peer group increases self-confidence and increases the likelihood of group acceptance. According to this study, conformity with fellow police officers, which is a form

of brotherhood and camaraderie among alumni, can assist police officers in making career decisions.

These results align with previous research findings on adolescents, such as those by Assya'bani, (2025); Ahmad, (2021); Nuraima et al. (2024); Cahyani, (2024) All of these studies examined Islamic boarding school students and found that alumni of Islamic boarding schools influenced their career decisions. These findings align with other conformity studies involving adults: Fadilla, Abdullah, and Wu, which included company employees. This study also found that of the 29 individuals who were already employed, 10 (15%) worked as private sector employees. This suggests that police officers are able to combat the stigma surrounding their work at the Boalemo Police.

A weakness of this study lies in the sample characteristics, which selected subjects only in Boalemo Regency. The data collection process was also manual, as some subjects had difficulty completing the questionnaire using Google Forms to maximize implementation, as many of the subjects worked outside the office. Some subjects also struggled to understand the scales (Ani et al., 2025; Bhalerao, 2015; Yim et al., 2016). This study was conducted only within the Boalemo Police Department, so the results cannot necessarily be generalized to other police departments in Indonesia, which may have different organizational cultures and leadership structures. While this study makes an important contribution to understanding the influence of conformity on group decision-making processes within the Boalemo Police Department, there are several limitations that should be considered. First, the research's limited scope to a single institution, the Boalemo Police, reduces the generalizability of the results. The characteristics of organizational culture, leadership structure, and social norms within the police force can vary significantly across regions, so the results of this study may not be broadly applicable to other police institutions (Sollu & Anggiani, 2024).

Second, the quantitative approach used in this study is less able to fully describe the psychological and social dynamics underlying conformist behavior within groups. Group decision-making processes are complex and often influenced by subjective factors, so qualitative approaches such as in-depth interviews or participant observation should be complementary to provide a more comprehensive understanding. Furthermore, there is the potential for social bias in respondents' completion of the research instrument. Given that this research was conducted in a formal institution with a strong hierarchical structure, such as the police force, it is highly likely that respondents provided normative answers or answers that conformed to superior expectations, rather than answers that honestly reflected their personal perceptions or experiences. This could undoubtedly impact the validity of the data collected.

Furthermore, this study did not explicitly control for other variables that could potentially influence group decisions, such as leadership style, institutional pressure, work culture, or the experience level of group members. The absence of these variables in the analytical model could reduce the explanatory power of the study's findings. Finally, the measurement instruments used in this study may not have been fully adapted to the unique police context. If the measurement instruments for conformity or decision-making used are adopted from other studies without undergoing contextual adaptation and local validation, their accuracy in representing actual conditions on the ground is questionable.

CONCLUSION

The analysis shows that conformity influences the group decision-making process at the Boalemo Police Department. These results indicate that within police organizations, pressure to follow group rules, majority beliefs, or superior authority are important factors influencing collective decision-making. This phenomenon demonstrates the power of social dynamics within structured, hierarchical groups, where members tend to follow the group's path to maintain stability and harmony. Conformity can accelerate the achievement of consensus, but it is important to remember that excessive conformity can also hinder innovation, critical thinking, and the courage to express divergent opinions. Therefore, the findings of this study have

significant implications for organizational management, particularly in terms of creating a work environment that allows individuals to think freely and speak openly without sacrificing the values of discipline and commitment. Overall, this study enhances our understanding of how socio-psychological factors influence group dynamics in formal workplaces. It also provides a basis for further research that could investigate other factors influencing group decision-making in police institutions and other similar organizations.

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