

Teamwork Climate of Teacher in Public Senior High School

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Abstract—This research aims to describe teamwork climate of teacher in the State Senior High School in Bungo. The population in this study were all senior high school teachers who are civil servants at the Senior High School in Bungo. Total population of 104 people. The sample of this study selected 54 people who make use of on proportional stratified random sampling. Data were collected using a questionnaire Likert scale models that have been tested validity and reliability. Data were analyzed using correlation and regression techniques. The results showed that teacher teamwork climate is in the good category.

Keywords—*teamwork climate*

I. INTRODUCTION

Education is an activity that must be done to overcome backwardness in the education sector which will eventually lead to various problems including ignorance and poverty. In this case the education must be first priority, because it is very important in nation building. For this reason, development in the field of education is the main agenda that must be considered by the government. This is necessary, given that the objective of the nation is to realize public welfare and educate the life of the nation.

The contribution of teachers is very large to improve the quality of education. Therefore, it is very necessary for teachers who have high knowledge and skills. Teachers who have high abilities are having a very large impact on improving the quality of human resources. Without ignoring other factors, the teacher is considered the main factor that determines the quality of education.

The Public Senior High School in Central Rimbo District, Bungo Regency, is one of the most problematic institutions in the field of education, one of the problems that arise is the problem with the teacher. Teachers must carry out their duties with full responsibility for learning and their continuous performance to improve and provide optimal results for quality of education in schools. Based on the results of preliminary observations, it was found that the problem of poor climate teamwork among teachers. For example, based on the results of the interview, there were still teachers who did not like and describe other teachers. Therefore, this research needs to be carried out in the city of Bungo. To be used alternative in acting by related parties.

II. LITERATURE STUDY

A. The Definition of Teamwork Climate

The understanding of climate teamwork was first used by Letwein in the 1930s, with the term teamwork climate. Then the term was developed by R.Tagiuri and G. Litwin. Basically, humans need other people in their daily lives. This is because humans as individual beings have limitations on themselves and as human social beings need interaction with others. Ardi states that teamwork is a job done by two or more people to get the goals planned together [1]. In Islam the teamwork is known as the amal jama'i, the Tim Department Kaderiasasi PKS states that amal jam'i (teamwork) is a collective activity where members work in synergy so that a strong team is formed to achieve common goals [2]. In the school environment, the needs of other teachers for teachers usually occur in work situations that must be properly resolved. According to Prakoso teacher teamwork is an activity carried out by a teacher with other teachers together to achieve the goal [3].

From the opinions above, it can be seen that one opinion states that teamwork is a work carried out together, three other opinions also state the same thing, but there are editorial additions at the end of the sentence, namely achieving a common goal. So that it can be concluded that teamwork is work carried out collectively where members work in synergy to achieve common goals. The word synergy in everyday life is often used, but sometimes the word is used is not right with its true meaning, in an online dictionary, the meaning of the word synergy or in English synergy is the interaction of more agents or forces so that their combined effect is greater than the sum of their individual effects with translation: the interaction of two or more agents or forces so that their combined effect is greater than the sum of their respective effects.

The climate of teamwork relates to the psychological aspects felt by teachers at school. Mukhtar argues that climate is an atmosphere of the work environment that is felt directly or indirectly and is thought to affect their performance [4]. Sastrohadiwiryo states that the climate of teamwork is the atmosphere that occurs in organizations created by

interpersonal relationships characterized by mutual trust, mutual respect and mutual respect [5].

The climate of harmonious teamwork is the hope for everyone in carrying out their duties. Based on the three opinions above, one opinion states that climate is the atmosphere of the work environment, one opinion states that the climate of teamwork is the atmosphere that occurs due to interpersonal relations, and one opinion states that the climate of teamwork is the nature of the work environment. In the previous discussion it was concluded that the definition of teamwork is work carried out collectively where members work in synergy to achieve common goals. In essence the opinions above are not different, so it can be concluded that these opinions into a climate of teamwork is the atmosphere of the work environment in carrying out work collectively where members work in synergy to achieve common goals.

B. The Importance of Teamwork Climate

In the organization, teamwork is one of important elements. Because each personnel in the organization has limited ability, so that they need other people. Muhaimin et al suggest that the value of teamwork is a value that is very important in an effort to improve the internal conditions of the school [6]. The teamwork teaches people in schools not to win themselves. Principles in Integrated Quality Management, one of which is "The Next Process is Our Stakeholder" teaches that if someone does not do a good job with the principle of working together with others, then other people will try to hinder our work".

Teamwork in organizations can take place between superiors and subordinates, or subordinates with subordinates, in formal and non-formal situations. Slameto suggests that in an effective teaching and learning process, the teacher must know that one of the demands of the teacher's relationship with other teachers is to demonstrate skills in teamwork with their fellow students [7]. Then Yamin said that one of the criteria for professional teachers is to have unity which is a forum for collaboration to achieve a common goal, the collaboration takes place based on certain rules with a clear structure [8].

To maintain a climate of harmonious teacher teamwork in organizations, Yamin states that as a teacher must understand that good teamwork is very important to be created in an organization [8]. Mulyasa emphasized that the climate of harmonious teamwork was increasingly felt in schools that had realized and understood the importance of education for children [3].

Bowo and Andy explain that in the implementation of teamwork mutual benefits must be achieved, the implementation of teamwork can only be achieved if shared benefits are obtained for all parties involved (win-win) [9]. If one party is harmed in the teamwork process, then teamwork is no longer fulfilled. In an effort to achieve mutual benefits or benefits from teamwork, good communication between all parties is needed and understanding is the same as a common goal.

C. The Assessment of Teamwork Climate

Tarricone and Luca state that the attributes needed for effective teamwork as follows: (1) commitment to success teams and shared goals, (2) interdependence, (3) interpersonal skills, (4) open communication and positive feedback, (5) appropriate team composition, (6) commitment to team processes, leadership and accountability [10]. Translation is the attribute needed for effective collaboration as follows: (1) commitment to team success and shared goals, (2) interdependence, (3) interpersonal skills, (4) open communication and positive feedback, (5) composition the right team, (6) commitment to team process, leadership and accountability. Kim and Maubogne stated that the climate of good teamwork from a company can be assessed from the involvement of individuals in strategic decisions that influence them by asking for input from them and providing opportunities for them to reject each other's ideas and assumptions so that they understand why strategic decisions are made and believes managers have considered their opinions and have made neutral decisions in the interests of the company as a whole, respectful communication between managers and individuals and their ideas [11].

From the opinion of Kim and Maubogne above it can be concluded that the assessment of the climate of teamwork can be measured through the involvement of individuals in strategic decisions and good communication. Ardi states that there are several indicators of teamwork, namely: (1) joint responsibility, (2) contributing to each other, (3) maximizing the deployment of capabilities [1]. Pranoto and Suprpti state that the climate of effective teamwork is characterized by: (1) the existence of a realistic goal setting together, so that it can be implemented optimally, (2) members and leaders are committed to supporting each other so that the team succeed, (3) team members understand the priorities of other members, and can help each other, (4) communication is open, discussion of new ways of working or improving performance is better, because team members are encouraged to think more about the problem [12]. This opinion is teamwork by Shorr's opinion which states that there are several indicators to determine the level of climate of teamwork of an organization, namely: (1) Group Decision Making / Planning, (2) Adaptability / Flexibility, (3) Interpersonal Relations, (4) Communication [13]. Translation is (1) the making / planning of group decisions, (2) adaptation / flexibility (3) interpersonal relations (4) communication. According to Azmi the climate of good teamwork is characterized by: (1) the same objectives, (2) clear roles and responsibilities, (3) effective communication, (4) good conflict resolution [14].

Based on the six opinions above, it can be seen that Shorr's opinion can represent the opinions of others. For example, "interdependence" in the opinion of Tarricone and Luca, and "mutual contribution" in Ardi's opinion can be combined into "interpersonal relations" in Shorr's opinion. The points in the long sentence delivered by Pranoto and Suprpti can also be concluded to be points presented by Shorr's opinion. So it can be concluded that there are four climate indicators of teamwork, namely (1) group decision making, (2) flexibility, (3) interpersonal relations, (4) communication.

The atmosphere of good teamwork between teachers is marked by the formation of good group decisions, with the atmosphere of the meeting running smoothly, all of which can convey their ideas / opinions so that the teachers feel satisfied and committed to the decisions taken. Good flexibility among teachers is indicated by the teacher not holding on to the wrong opinion when discussing and receiving good input from other teachers, being able to foster togetherness in differences, and accept decisions based on the most votes. Good interpersonal relationships among teachers are characterized by an atmosphere that supports each other, caring and not mutilating each other, and being able to solve problems in order to achieve the desired goals. Good communication between teachers is characterized by an intimate atmosphere between them, avoiding communication that leads to conflict, exchanging greetings, and polite language.

From the overall discussion on the climate of teamwork above, it can be concluded that the climate of teamwork is the atmosphere of the work environment that occurs due to interpersonal relationships to achieve common goals. There are four climate indicators of teamwork, namely (1) group decision making, (2) flexibility (3) interpersonal relations (4) communication.

III. RESEARCH METHODOLOGY

A. Research Methodology

The research method in this study is a description method, where the researcher presents information from the data that has been obtained through questionnaires and then processed. The sample size in this study was 54 people from a population of 104 people who were selected using the stratified proportional random sampling technique with the Cochran formula.

B. Instrument Development

Research data from teamwork climate variables were collected using a Likert scale model questionnaire instrument. This scale was developed by Rensis Likert with always (SL), often (SR), sometimes (KD), rare (JR) and never (TP) categories. The instruments are arranged by steps (1) making a grid based on variable indicators, (2) compiling question items, (3) conducting rational analysis.

C. Instrument Testing

The number of respondents testing questionnaires in populations that have similar criteria as many as 30 people. Analysis of the results of the trial data was conducted to determine the level of validity (reliability) and reliability (reliability) of the instrument by using SPSS Version.16 help. The formula used to test validity is Product Moment. Whereas to test the reliability used Cronbach Alpha formula.

The results of the validity analysis of teamwork climate using SPSS can be seen that the items that fall are 5, 7, 10, 14, 15, 19, 26, and 37 of the items as many as 37 items so that the remaining items are 29 items.

TABLE I. SUMMARY OF INSTRUMENT ITEM ANALYSIS RESULTS

Variable	Indicator	Number of Valid Items	Number of Falling Items	Item Amount
Teamwork Climate	1) group decision making	10	3	7
	2) flexibility	8	2	6
	3) interpersonal relations	7	1	6
	4) communication	12	2	10
Total		37	8	29

The results of the instrument reliability analysis are known as the table below.

TABLE II. SUMMARY OF INSTRUMENT RELIABILITY ANALYSIS RESULTS

Variable	rtt	r table ($\alpha = 0,05$, DF=28)	Desc.
Teamwork Climate	0,937	0,374	Reliable / good

Based on the results of the instrument reliability analysis above it can be concluded that the teamwork climate instrument can be used as a research data collection tool because of the price of $rtt > r$ table (at the level of $\alpha = 0.05$ and $DF = 28$).

D. Descriptive Analysis

The description of this data presents the state of the research variables, including the mean score, median, mode, standard deviation, frequency distribution table, frequency distribution histogram image, data frequency distribution histogram image, and respondent achievement level of each research variable using ideal score analysis using the formula:

$$Ideal_Score = \frac{Mean_Score}{Maks_Score} \times 100\%$$

By categorizing the level of achievement of respondents used according to Sudjana classification [15] as follows:

90% - 100%	Very Good
80% - 89%	Good
65% - 79%	Enough
55% - 64%	Poor
0% - 54%	Not Good

IV. RESULT AND DISCUSSION

Teacher teamwork climate in the state high school in Rimbo Tengah District of Bungo District is generally known to be in the enough category with a score of 84.42% of the ideal score. researcher suggests to maintain teamwork climate at this category level, but still strives to improve to a better category.

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