

The Effect of Teacher Work Motivation on the Competency Test of Teachers in Physical Education, Sports and Health

Salamat ButarButar^{1,*}, Tarsyad Nugraha², Sanuasi Hasibuan³

^{1,2,3}Postgraduate School of State Universitas Negeri Medan, Medan, Indonesia

*Corresponding author. Email: salamat.butar@gmail.com

ABSTRACT

The purpose of this study was to determine the effect of teacher work motivation on the results of the competency test scores of teachers of sports and health in the state junior high schools of Tebing Tinggi. This study used a descriptive correlational approach to determine the effect of teacher work motivation on the results of the competency test scores for teachers of sports and health in the state junior high schools of Tebing Tinggi. Correlation research results state that there is a direct relationship between Teacher Work Motivation and the Teacher Performance Test score of 0.742, or 74.2%

Keywords: Teacher Competency Test, Teacher Work Motivation

1. INTRODUCTION

In 2015 the Government through the Ministry of Education and Culture conducted a Teacher Competency Test to measure the Pedagogic and Professionalism level of teachers with a Minimum Completion Criteria of 55.00, meaning that each teacher must get a minimum score of or above 55.00 to pass. From the Teacher Competency Examination, data for the pedagogic and professionalism level of the Physical Education and Health School teachers for Public Junior High Schools in Tebing Tinggi City are as shown in Fig.1.

From the data in Fig.1, if we review the Minimum Completeness Criteria given by the Ministry of Education and Culture, which is 55.00, then out of 22 teachers of Physical Education, Sports and Health at Tebing Tinggi City Public Junior High School, only 9 people passed or = 40.90%, and 13 people did not pass or = 59.10%. So from this result, more people did not pass. In fact, 20 teachers (86.95%) of Public Junior High School Health and Sports Education in Tebing Tinggi have Educator Certificates through Teacher Professional Education and Training. So the teachers of Physical Education, Sports and Health, Junior High School of Kota Tebing Tinggi should have good competence, and if the competency is good then the performance is good too.

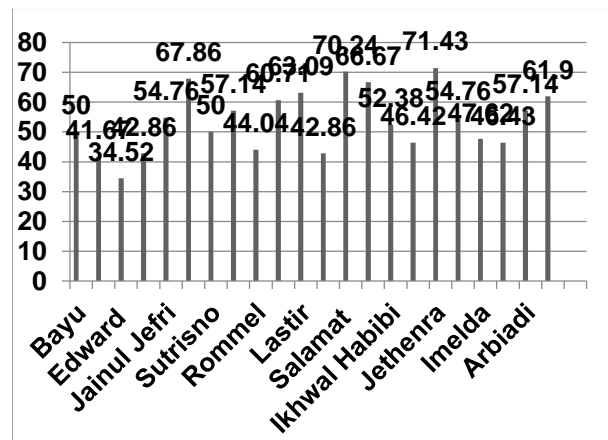


Figure 1. Results of Competency Test for Teachers of Sports and Health at Tebing Tinggi City Junior High School 2015

But if we see that in reality this is not the case, this can be proven from the information obtained from the Supervisor of the field of Physical Education, Sports and Health at the Tebing Tinggi City Junior High School level, about the existence of a Sports and Health Teacher at Tebing City Junior High School. High, among others: (1) Ability to operate computers 65.21%, (2) still applying a conventional learning model (bowling style or shooting force, throwing right back) has not applied an innovative learning model 73.91%, (3) completing learning tools on time 21.73%.

From the data above, we can see that the competence of teachers of Physical Education, Sports and Health at Tebing Tinggi City Public Junior High School is very low, this is assumed to be due to the low work motivation of the teachers. This condition prompted me to conduct this research, to find out what factors influenced the low score of the Competency Test for Teachers of Physical Education for Sports and Health at Tebing Tinggi City. If this is not resolved immediately, it will greatly impact the achievement of educational goals at the city, provincial and national levels.

According to Majis Abdul (2007: 5) [1] Competence is a set of fully responsible intelligent actions that a person must have as a condition to be considered capable of carrying out tasks in a certain field of work. Furthermore, according to Usman Moh.Uzer (2006: 4) [2] Competence is believed as something that describes a person's qualifications or abilities, both qualitatively and quantitatively. Furthermore, according to Uno, B (2008: 61) [3] Competence refers to a person's ability to do something, which ability is obtained through training or education. Furthermore, Uno explained that competence is a performance or performance and rational actions, to meet certain specifications in carrying out educational tasks. Competence is said to be rational, because it has a direction and purpose. Meanwhile, performance is real behavior in the sense that it is not only observed, but also includes things that are not visible.

The Teacher Competency Test is one of the ways that the government does to measure the basic competence of each teacher. In this Teacher Competency Test, what is tested is the basic competence of the teacher according to the field of study.

The purpose of this Competency Test is to map teacher competencies nationally as a basis for professional ability development activities and as part of the teacher performance appraisal process to get a complete picture of the implementation of all competency standards.

The functions of the Teacher Competency Test are as follows: 1) as a tool to develop standards for teacher professional abilities, 2). As a teacher acceptance selection tool, 3). As a tool for grouping teachers, 4). As a reference material for developing the curriculum, 5). As a teacher coaching tool, 6). Encourage activities and learning outcomes.

According to Siagian (2016: 431) [4] says motivation is "a driving force that results in a person willing and willing to mobilize the ability to carry out their responsibilities and obligations in achieving predetermined goals".

Hamzah B. Uno. (2013: 73) [2] classifies teacher work motivation into two dimensions, namely: 1) dimensions of internal motivation and 2) dimensions of

external motivation. As well as indicators of each dimension.

A. Dimensions of Internal Motivation

The indicators are: a) the responsibility of the teacher in carrying out tasks, b) carrying out tasks with clear targets, c) having clear and challenging demands, d) there is feedback on work results, e) having a happy feeling at work, f) always trying to outperforming others, g) give priority to the achievement of what he does.

B. Dimensions of External Motivation

The indicators are: a) always trying to meet the needs of life and work needs, b) happy to get praise for what is done, c) working with the hope of getting incentives, d) working in the hope of getting the attention of friends and superiors and rms do not have to be defined [5]. Do not use abbreviations in the title or heads unless they are unavoidable

2. METHOD

This study uses a descriptive correlation approach. By using Regression Analysis to find the Effect of Teacher Work Motivation on Teacher Competency Test. The population in this study were all State Junior High School Health and Physical Education Teachers in Tebing Tinggi City. Because the total population of Public Junior High School Health and Sports Education Teachers in Tebing Tinggi City is 30 people, this research sample is all population or total sampling.

3. MATH AND EQUATIONS

Table 1. Correlation Analysis of X to Y

		Teacher Work Motivation.	Teacher Competency Test Score
Teacher Work Motivation.	Pearson Correlation	1	0,742**
	Sig. (2-tailed)		0,000
	N	30	30
Teacher Competency Test Score	Pearson Correlation	0,742**	1
	Sig. (2-tailed)	0,000	
	N	30	30

Table 1 is shown the Relationship between Teacher Work Motivation (X1) and the Teacher Competency Test (Y). From this table we can see that the relationship

between Teacher Work Motivation (X) and Teacher Competence (Y) has a Significance value of 0.000 or less than 0.05, it can be concluded that there is a significant relationship between Teacher Work Motivation (X) to the Test. Teacher Competence (Y). The degree of relationship to the Person Correlation value is 0.742 or 74.2%. Thus it can be concluded that Teacher Work Motivation (X) is positively related to Teacher Competence (Y) with the degree of strong correlation.

3.1 Residual Kolmogorov Smirnov normality using SPSS version 23

If the significance value > 0.05, the residual value is normally distributed

If the significance value <0.05, the residual value is not normally distributed

Based on the results of the normality test, it is known that the significance value is 0.200 > 0.05, it can be concluded that the residual value is normally distributed.

Table 2 . Normality test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		30
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	4,55826743
Most Extreme Differences	Absolute	,105
	Positive	,071
	Negative	-,105
Test Statistic		,105
Asymp. Sig. (2-tailed)		,200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance

3.2 Significance Test of t Value

The t test was conducted to determine the effect of each independent variable in explaining the dependent variable. Using the SPSS application version 23.

Table 3. The significance test of the t value of the teacher work motivation variable (X) on the variable value of the teacher competency test (Y)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	23,686	5,109		4,636	0,000
	Teacher Work Motivation	0,297	0,051	0,742	5,855	0,000

a. Dependent Variable: Teacher Competency Test

From the table above we can see that the significance value of Teacher Work Motivation (X) is 0.000 <0.05 and the T value is 5.855 > from the T table 2.98 which means that there is an influence between Teacher Work Motivation (X) on the value of Teacher Competency Test (Y)

3.3 Hypothesis test

1) Teacher work motivation can affect the value of the Competency Test for Teachers of Sports and Health at Tebing Tinggi City Public Junior High School

Ho: There is no influence between the work motivation of teachers and the competency test scores of teachers in sports and health, junior high schools in high schools

Ha: There is an influence between the Work Motivation of the Teacher and the Competency Test of the Teachers of Physical Education, Sports and Health, State Junior High Schools of Tbing High City

If Fcount < Ftable = Ho is accepted

If F count > F table = Ha accepted

Table 4. Hypothesis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23,686	5,109		4,636	0,000
	Teacher Work Motivation	0,297	0,051	0,742	5,855	0,000

a. Dependent Variable: Teacher Competency Test Value

From the table above we can see that the significance value of Teacher Work Motivation (X) is 0.000 <0.05 and the T value is 5.855> from T table 2.98 which means that there is an influence between Teacher Work Motivation (X) on the value of Teacher Competency Test (Y). Thus it can be concluded = Ho is rejected while Ha = accepted.

Ha: there is an influence between Teacher Work Motivation (X) and the Teacher Competency Test value (Y).

3.4 The Effect of Teacher Work Motivation on Teacher Competency Test scores

The results showed that there was a significant direct influence between Teacher Work Motivation and Teacher Competency in Physical Education, Sports and Health, State Junior High Schools in Tebing Tinggi City, the influence or relationship between Teacher Work Motivation. This is consistent with the results of research conducted by Nadeem (2011), Christine (2011), and Widiastuti (2013) that teacher competence has a positive and significant effect on teacher performance. So it is highly expected that every teacher of Physical Education, Sports and Health, Junior High School of Kota Tebing Tinggi will increase their work motivation. According to Oemar Hamalik (2004: 179) he emphasizes that, "motivation is very important because someone who has motivation will be more successful than someone who have no motivation". Work also requires motivation which is called work motivation. According to Husaini Usman (Hary Susanto) stated that "work motivation can be interpreted as a desire or need that motivates a person to work". And teachers who have motivation will always want to improve their competence to be able to balance their work motivation, Yohanes Sukamto, Pardjono "The

Effect of Teacher Competence, Work Commitment and Work Motivation on the Performance of Mainstay Junior High School Teachers in Sleman" The results showed that: work motivation has a positive effect (b3 = 0.2).

3.5 The Relationship between Teacher Work Motivation (X) and the Teacher Competency Test (Y)

From the table above we can see that the relationship between Teacher Work Motivation (X) and Teacher Competence (Y) has a Significance value of 0.000 or less than 0.05, it can be concluded that there is a significant relationship between Teacher Work Motivation (X1) to the Test. Teacher Competence (Y). The degree of relationship to the Person Correlation value is 0.742 or 74.2%. Thus it can be concluded that Teacher Work Motivation (X1) is positively related to Teacher Competence (Y) with the degree of strong correlation.

"The Effect of Teacher Competence, Work Commitment and Work Motivation on the Performance of Mainstay Junior High School Teachers in Sleman" The results showed that: work motivation has a positive (b3 = 0.262) and significant (p = 0.000) effect on teacher competence, from this research work motivation Teachers are very influential Teacher Competency Test.

This research is expected to be a reference and basis for correct information for the Teachers of Physical Education, Sports and Health, State Junior High School of Tebing Tinggi City to increase Work Motivation and Competence by continuing to strive to improve literacy and as much as possible to follow seminars and training related to their competence. so that his dedication and competence are beyond doubt. As we all know that the Sports and Health Physical Education Teacher is the teacher closest to the students, so if the Sports and Health Physical Education teacher has broad insight, good competence, students are increasingly happy to discuss with the teacher so that the teacher will easy to direct students.

4. CONCLUSION

Based on the results of the analysis and discussion of the research that has been stated, the conclusion in this study is that teacher work motivation has a positive and significant effect on the results of the Sports and Health Physical Education Teacher Competency Test.

Suggestions for the Tebing Tinggi City Education Office to involve the Sports and Health Physical Education Teachers in every activity related to Sports and Health carried out by the Tebing Tinggi City Education Office. For the Supervisor of Physical Education, Sports and Health, Junior High School, Kota

Tebing Tinggi, to seek training activities or Workshop for Sports and Health School Teachers at Tebing Tinggi City Junior High School. To improve the competence of teachers of Physical Education, Sports and Health, Tebing Tinggi City Junior High School. Principals are advised to support and provide opportunities for Sports and Health Physical Education teachers to develop competencies. For Sports and Health Physical Education Teachers, it is suggested to be able to increase motivation and literacy to increase their competence and be able to apply them in schools and communities.

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