

The Effect of Work Motivation and Discipline on Teachers' Performance

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ABSTRACT

The study aims to determine the effects of work motivation, work discipline, and work motivation and discipline on teachers' performance at public elementary school (SDN) of Sungai Menang District. This research uses quantitative methods, data collection using documentation and questionnaires. Data were analyzed by using multiple linear regression formulas using SPSS (Statistical Product and Services Solution) version 20.0 for windows. The study shows that: 1) There is an effect of work motivation on teacher performance in SDN Sungai Menang District. This can be seen from the results of the t value of 43.228 compared to the value of t table with a probability of 0.05 of 1.67155 in which the value of t count \geq t table; 2) There is an effect of work discipline on teacher performance in SDN Sungai Menang District. This can be seen from the results of the t value of 41.797 \geq the t table value of 1.67155 so that t count \geq t table; and 3) There is an effect of work motivation and work discipline on teacher performance in SDN Sungai Menang District. The data showed a significance level of 0.000 < probability value α 0.05 and the amount of significant contribution seen from the coefficient of determination / R² of 0.981 which is presented to be 98.1%.

Keywords: Work Motivation, Work Discipline, Teacher Performance.

1. INTRODUCTION

The quality of education in Indonesia needs to be improved in order to prepare the quality of human resources in accordance with the national goals in education [1]. The improvement requires the the quality of teachers. To improve the quality of teachers, the main thing to consider is teachers' performance.

Many factors influence teachers' performance including the adequate and reasonable competences, safe and healthy working conditions, opportunities to develop the abilities, senses of belonging, work motivation, work discipline, and so on [2]. This study is limited to only examining the teachers' performance in relation to the teacher work motivation and discipline.

Teacher work motivation is important in increasing work effectiveness because people who have high work motivation will try their best to make their work succeed optimally [3]. Apart from work motivation, there is another important thing, namely work discipline. Work discipline is one of the important things because it will show the results that teachers do in order to achieve educational goals in schools. Optimal teachers' performance is expected by all stake holders. The poor work discipline can be seen from the work results of the teachers [4].

Accordingly, the performance of elementary school teachers in Sungai Menang sub-district, based on the preliminary observation, shows its tendency to decline the motivation and work discipline. The teachers are found to be absent in many occasions, to come late, to neglect the predetermined school schedule and assignments, and to provide lessons unplanned. If such condition is not evaluated, it will affect the teachers' performance in the teaching and learning process at school. In relation to the problems, the writer is interested to examine the effect of motivation and work discipline on the performance of public elementary school teachers in Sungai Menang sub-district, Ogan Komering Ilir district.

2. METHOD

This research was conducted at public elementary school of Sungai Menang District in Ogan Komering Ilir Regency from July to October 2020. The research is designed as a quantitative method with correlation technique (cause-and-effect). This type of correlational research aims to determine the existence of a cause-and-effect relationship that affects each other and is related between research variables [5]. This study consisted of three variables in the form of two independent variables and one dependent variable. The independent variables in this study are work motivation and work discipline.

Meanwhile, the dependent one was the performance of public elementary school teachers in Sungai Menang District of Ogan Komering Ilir Regency.

Quantitative research method is considered appropriate to use. According to Sugiyono [6], the quantitative research method is defined as a research method based on the philosophy of positivism. The characteristics are: It is used to research on certain populations or samples; the sampling technique is carried out randomly; the data collection is done through research instruments; the data analysis is quantitative or statistical with the aim to test the hypothesis that has been set [6]. In this research, the number of population was 245, and the sample was 60.

The research data were collected through questionnaires and documentation. Prior to use, the questionnaire was subjected to expert validation. When the approval was obtained, a trial was carried out. The data collected were tested for the validity and reliability of the questionnaire. The analysis of the research data obtained was then analyzed through parametric statistics through simple linear regression testing and multiple regression or t test and F test. Before the simple linear regression and multiple regression tests were carried out, the first prerequisite tests were undertaken, namely the normality, linearity, and homogeneity tests.

3. RESULTS AND DISCUSSION

3.1. Results

The frequency distribution of the work motivation variable (X1) was determined based on the explanation of the respondents' answers on the items for each work motivation indicator (X1). The descriptive statistical data of work motivation variable show that the average value is 108.60, and the standard deviation is 3.142 with the total value of 6516 with the minimum value of 99 and the maximum one of 115. The following histogram shows the frequency of work motivation variable scores.

Figure 1. Statistics Variable of work motivation (X1)

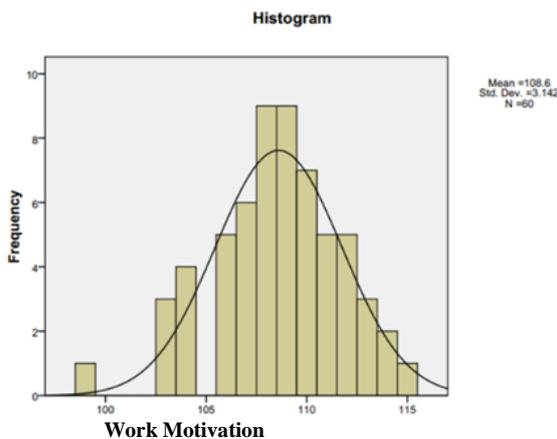
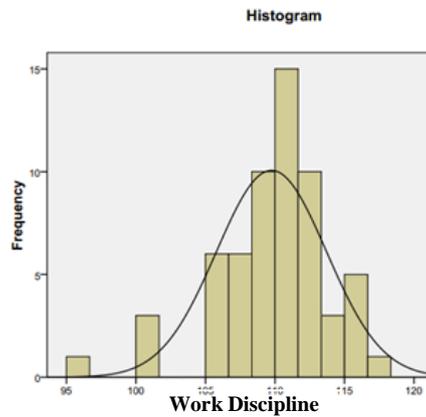


Figure 4.1 shows that the distribution of work motivation variables falls into the normal category because it has a symmetrical curve. It indicates that the

work motivation is in the moderate or good enough category. The histogram illustrates the distribution of the mean value in the middle with a fairly good average value. Another indication is that the answer on the work motivation is relatively balanced between low and high.

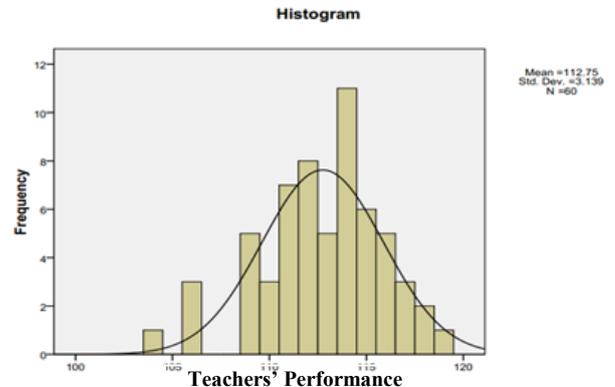
The work discipline variable comprises of five options that can be selected by the respondents to find out the percentage of respondents' answers. Descriptive statistical data of the work discipline variable has an average value of 109.75, the standard deviation of 3.964, the total value of 6585 with the minimum value of 96 and the maximum value of 117. The following histogram shows the frequency of work discipline variable scores.

Figure 2. Statistics Variable of work discipline (X2)



Based on Figure 2, it can be seen that the distribution of work discipline variables falls into the normal category because it has a symmetrical curve. The results of the analysis regarding teachers' performance show the average value of 113.00, the standard deviation of 3.139, the total value of 6765 with a minimum value of 104 and a maximum value of 119. Furthermore, the distribution of teachers' performance variables falls into the normal category because it has a symmetrical curve. Figure 3 indicates the data of teachers' performance.

Figure 3. Statistics Variable of teachers' performance (Y)



3.1.1. Hypothesis Testing 1

Hypothesis 1 is a test for the first hypothesis, which is determined as follows:

Ho: There is no effect of work motivation on the performance of public elementary school teachers in Sungai Menang District in Ogan Komering Ilir Regency.

Ha: There is an Influence of work motivation on the performance of Public Elementary School Teachers in Sungai Menang District in Ogan Komering Ilir Regency

The test was analysed by using the SPSS Version 20.0 program. The results indicate from testing hypothesis 1 above as follows:

Table 1. Results of Testing Hypothesis 1 "t test"

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	5.903	2.473	2.387	.020
	MOTIVASI KERJA	.984	.023	43.228	.000

a. Dependant Variable: Teachers' performance

Based on table 1, the tcount of work motivation variable is 43.228 with a tsig value of 0.000 and the ttable value $dk = n - 2 = 60 - 2 = 58$ is 1.67155. So it can be interpreted that the value of tcount (43.228) > t table (1.67155). The other evidence is that the value of tsig (0.000) < α (0.05), thus Ho is rejected and Ha is accepted. It can be explained that there is an effect of work motivation on teachers' performance at SDN of Sungai Menang District.

The value of the correlation coefficient and the determinant coefficient of the influence of work motivation on teachers' performance at SDN of Sungai Menang District can be seen in table 2.

Table 2. The Correlational Coefficient and the Determinant Coefficient of Hypothesis 1 (H1).

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.985 ^a	.970	.969	.549

a. Predictors: (Constant) Work Motivation

The coefficient correlation or the value of the relationship between work motivation and teachers' performance at SDN of Sungai Menang District In column R is a value of 0.985 which means that the coefficient correlation or the value of the relationship between work motivation and teachers' performance is 98.5%, and it shows the strong relationship category. In the R square column, there is a value of 0.970, which means the coefficient determinant or the influence of the organizational culture variable on learning outcomes is 97.5%, which means that the influence is high.

3.1.2. Hypothesis Testing 2

Hypothesis testing 2 in this study is intended to test the following hypotheses:

Ho: There is no effect of work discipline on the performance of public elementary school teachers in Sungai Menang District of Ogan Komering Ilir regency.

Ha: There is an effect of work discipline on the Performance of public elementary school teachers in Sungai Menang District of Ogan Komering Ilir Regency.

The results obtained from testing the hypothesis above are as follows:

Table 3. Results of Testing Hypothesis 2 "t test"

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	27.264	2.047	13.322	.000
	DISIPLIN KERJA	.779	.019	41.797	.000

b. Dependant Variable: Teachers' performance

The t-count value for the teacher performance variable was 41.797. From this value, it is interpreted at the t-table value of 1.67155 which means tcount > ttable (41,797 > 1.67155). This, it is concluded that the alternative hypothesis is accepted, which means that work discipline has a positive and significant effect on the performance of public elementary school teachers in Sungai Menang District.

The value of the relationship and the influence of teachers' performance variables on the quality of education at SDN of Sungai Menang District can be seen in the following table.

Table 4. Correlational Coefficient and Determinant Coefficient of Hypothesis 2 (H2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.984 ^a	.968	.967	.717

a. Predictors: (Constant), Teachers' performance

In column R in the table above, it is known that there is a value of 0.984 which means that the correlation coefficient or the value of the relationship between work discipline and teachers' performance is 98.4%. The value of the relationship falls into the very close category. In the R square column, there is a value of 0.968, which means that the determinant coefficient or the value of the influence of the variable performance of SDN teachers in Sungai Menang District is 96.8% which is included in the very high category.

3.1.3 Hypothesis Testing 3

Hypothesis testing 3 is the hypothesis testing that is simultaneous or testing jointly. Intended as testing jointly, namely the independent variables are jointly tested on the dependent variable. The third hypothesis in this study is as follows:

Ho: There is no effect of work motivation and work discipline on the performance of Public Elementary School Teachers in Sungai Menang District of Ogan Komering Ilir Regency

Ha: There is an influence of work motivation and work discipline on the performance of Public Elementary School Teachers in Sungai Menang District of Ogan Komering Ilir Regency.

The results obtained from these tests can be seen in the following table.

Table 5. Hypothesis 3 test Results of F-Test (Simultaneous Hypothesis)

Annova^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1					
Regression	570.851	2	285.426	1.5653	.000 ^a
Residual	10.399	57	.182		
Total	581.250	59			

- a. Predictors: (Constant), Work Discipline, Work Motivation
- b. Dependant Variable: Teachers' Performance

Based on table 5, it can be seen that the simultaneous testing shows the value of $F_{sig} (0,000) < \alpha (0.05)$. Thus Ho is rejected and Ha is accepted. It can be explained that there is an effect of work motivation and work discipline on teachers' performance at SDN of Sungai Menang District. The value of the influence of the two independent variables on the dependent variable can be seen in the following table:

Table 6. Correlational Coefficient and Determinant Coefficient of Hypothesis 3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.991 ^a	.982	.981	.427

- a. Predictors: (Constant), Work discipline, Work Motivation.

The table shows 99.1% of the variables of work motivation and work discipline simulant to the performance of teachers in SDN of Sungai Menang District, and is included in the category of a close relationship. Both work motivation and discipline have a positive and significant effect on teachers' performance in SDN of Sungai Menang District by 98.2%. The influence falls in the high category.

3. 2. Discussion

Motivation is an impulse that causes someone to do something to achieve the certain goals. The goals of work motivation according to Hasibuan are 1) to increase morale and job satisfaction among teachers, 2) to increase productivity, 3) to improve the welfare of teachers, 4) to increase the sense of responsibility of teachers for the assigned tasks, 5) to create a good atmosphere and working relationship among teachers, 6) to increase teachers' loyalty, creativity, and participation, 7) to increase the discipline attitude of teachers, and 8) to maintain the stability in the school [7].

Factors that influence motivation are divided into intern and extern motivation. The intern factors are elements that can influence motivation for a person, including desire to live, to possess, to get appreciation, and to gain recognition. Moreover, the extern factors can be obtained among others. They include working environment conditions, adequate compensation, guarantees, good supervision, status, and responsibilities, [8]. Meanwhile, according to Mangkunegara, the indicators of work motivation are: a) the need for existence (existence needs) which is related to the physical existence of the teacher such as eating, clothing, salary, drinking, allowances and security in working conditions; b) the need for relationships, namely the satisfaction of interacting in the work environment; c) the need to develop themselves such as improving the abilities and self-potential related to teacher skills and abilities [9].

The result of 99.1% of the variables in work motivation and discipline regarding the performance of teachers in SDN Sungai Menang District is included in the category of a close relationship. Both work motivation and work discipline have a positive and significant effect on teachers' performance at SDN Sungai Menang District by 98.2%. The influence falls in high enough category. The results showed that there was an effect of work discipline (X2) on teachers' performance (Y). It can be seen from the value of t count $(41.797) > t \text{ table } (1.67155)$ and the value of $t_{sig} (0.000) < \alpha (0.05)$, thus Ho is rejected and Ha is accepted. Based on the result, it can be interpreted that there is an effect of work discipline on teachers' performance at public elementary schoold of Sungai Menang District. Accordingly, the results of the multiple correlation linear regression equation presented in the above table the results obtained if the coefficient value of the work discipline variable (X2) increases by 1 unit score, then the teachers' performance (Y) will increase by 0.395.

The results are similar to the research conducted by Adilla with the title "The Effect of Work Discipline and Motivation on Teacher Performance at Public Senior High School (SMA) 1 Candung of Agam Regency." The conclusion is that discipline and work motivation have a positive and significant effect on Teacher

Performance at SMAN 1 Canduang, Agam Regency. Another study by Anis Syamsu Rizal entitled "The Effect of Work Motivation and Discipline on Junior High School Teacher Performance" shows that the results of discipline have a positive and significant effect on junior high school teacher performance by 21.4%.

Work discipline supports the implementation of work optimization. Work discipline can be fostered in the work environment on the condition that there is a complete division among workers according to the lowest employees, so that each employee knows and is aware of what their duties are, how to do it, when to start and finish their work, how the results are expected, and to whom is accountable for the results. For this reason, work discipline must be cultivated in order to grow order and work efficiency.

Many factors contribute to the low quality of education in Indonesia, both technical and non-technical factors. Teachers are expected to be able to create learning conditions that challenge student creativity and activities, motivate students, use multimedia, multimethods, and multisource in order to achieve the expected learning objectives. Teachers must be equipped with knowledge and motivation for themselves so that teachers can improve their service to students through their teaching skills and increase their knowledge by continuously learning. The objectives of learning in school or educational institutions generally require innovation in the learning process so that it can develop in accordance with the dynamics of life. Efforts that can be made in order to improve teacher professionalism are to make learning innovations. With the holding of learning innovations, it will be able to improve the previous learning situation towards a better direction, provide an overview of the implementation of innovation so that other people can try out the innovations, encourage to develop knowledge and insights. Increasing the quality of professionalism of educators or teachers will encourage the improvement of the quality of education both in process and results [13].

Discipline is also one of the indicators or factors that influence in improving the teaching performance of teachers. Warsidi and Pramuka argued that discipline is the sixth operative function of human resource management [14]. Discipline is the most important operative function because the better the discipline of a teacher, the higher the work performance that can be achieved [15]. Good discipline reflects the amount of responsibility a person has for the tasks assigned to him. Discipline is the awareness and willingness of a person to obey all company rules and social norms [16].

4. CONCLUSION

Based on the results, there are several things that can be concluded from this research as in the following.

1. Teachers' work motivation has a significant effect on the performance of teachers at SDN of Sungai Menang District. This can be seen from the results of the t value of 43.228 compared to the value of t table with a probability of 0.05 of 1.67155 in which the value of t count \geq t table. This result means that the higher the work motivation, the better the teacher's performance will be. Conversely, the lower the work motivation, the teacher's performance will decrease.
2. Work discipline has a significant effect on the performance of the teachers at SDN Sungai Menang District. This can be seen from the results of the t value of 41.797 \geq the t table value of 1.67155 so that t count \geq t table. This result means that the higher the work discipline, the better the teachers' performance will be. Conversely, the lower the work discipline, the lower the teacher's performance will be.
3. Work motivation and work discipline have a significant effect on the performance of teachers at SDN of Sungai Menang District. This can be seen from the results of the Anova test results. The calculation showed a significance level of 0.000 < probability value α 0.05 and the amount of significant contribution seen from the coefficient of determination / R² of 0.981 which is presented to be 98.1%. Accordingly, if there is an increase in work motivation and control over teacher work discipline, then the increase is followed by an increase in teacher performance. If there is an increase in teacher work discipline, and work motivation is controlled, then the increase will be followed by teacher performance, and an increase in teacher performance occurs in the same direction.

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