

# The Effect of Teacher Compensation and Job Satisfaction on Teacher Performance

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## ABSTRACT

This research aims to determine and analyze the effect of compensation, job satisfaction on the performance of public elementary school teachers in Plakat Tinggi district. This research conducted descriptive quantitative. The sample of this research were 77 respondents with data collection techniques in the form of questionnaires. The results shows that: 1) there is a significant effect of compensation on teacher performance, 2) there is a significant effect of teacher job satisfaction on compensation, 3) there is a significant effect between compensation and teacher job satisfaction on teacher performance.

**Keywords:** Compensation, Teacher Job Satisfaction, Teacher Performance

## 1 INTRODUCTION

Education is one of the factors that can improve people's lives. With education, humans have the ability, expertise, attitudes and become more mature, so that they can improve the welfare of their family, community and nation. National Education System Law No. 20 of 2003 article 1 states that to make a good condition of learning process, the system of education need the planned effort. So, the students can develop self-potential such as in spiritual strength, self-control, intelligence, personality, and characteristics.

According to Wibowo that in compensation there is an incentive system that links compensation to performance. [1] With compensation awards given to workers based on the performance they produce and not based on seniority or the number of hours worked. Judging from the way it is given, compensation can be both direct compensation and indirect compensation. Direct compensation is management compensation such as wages and salaries or pay for performance, such as incentives and gain sharing.[2][3] Meanwhile, indirect compensation can be in the form of security and health benefits or guarantees. Compensation is very important for teachers, this is because compensation is a source of income for them and their families, besides that compensation also has an impact on the psychological condition of the teachers themselves. carry out its duties.

One of the things that can improve teacher performance is the provision of compensation or service fees, either in the form of money, allowances, or other facilities in accordance with existing policies. This compensation is one way to foster enthusiasm at

work. Teachers who have a passion for teaching can easily improve their performance at work, providing compensation to teachers can also improve teacher welfare and have an impact on teacher performance. It is only natural that an institution, in this case an educational institution, provides remuneration in the form of compensation to educators. Educators should also give the best performance abilities to the school where they work. The compensation given must be proportional to what the educator provides because the school must be able to be fair to all educators, so that the educators can provide good performance for the school.

According to Fuad et al., (2020) said that teacher performance is the level at which the teacher achieves job requirements.[4] The performance of a teacher is basically the result of a person's work during a certain period compared to the possibility, for example, standards, targets or performance that have been determined in advance and have been mutually agreed upon.

All teachers are entitled to a good income, including honorary teachers or non PNS teachers, namely in the form of salaries and allowances. Article 14 of the 2005 Teacher and Lecturer Law states that all teachers have the right to earn a decent income above the minimum necessity of life.

Providing fair and correct compensation will increase employee productivity to complete work on time. So, consumers or endorse will be happy to work with the company because the work is completed on time or it can be finished before the specified time. In this case also regulated by Law no. 13 of 2013 concerning manpower that the welfare of specialist workers could be a fulfillment of needs both physical

and otherworldly, and both inside and exterior work relations and which can specifically or in a roundabout way increment work efficiency in a secure work environment.

According to [3] that giving fair and correct compensation greatly affects employee performance. Performance or work performance comes from the notion of performance. Performance is almost what is done and how to do it. Performance is about what is done and how to do it. Performance is the result of work that incorporates a solid relationship with the organization's vital targets, clients satisfaction and makes a financial commitment.

According to Robbins., & Judge that the job satisfaction side is one of the important factors that affect performance because most of human time is spent in the workplace.[5] Satisfaction could be a common state of mind towards one's job as the distinction between the sum of compensation received by workers and the sum of believed received. In line with Mulyasa [6] job satisfaction is an important part of soul and behavior. This confirms the behavior of teachers in schools which is strongly influenced by the level of satisfaction. Job satisfaction is considered as one of the most important factors to get optimal work results [7]. When a teacher feels satisfaction at work, he will try as much as possible to the best of his ability to complete his job. Teacher job satisfaction is an important target in human resource management, because it will directly or indirectly affect teacher performance.

Based on previous research conducted by [8] The performance of school principals and teacher performance in the process of learning interaction in the school environment is a factor in achieving educational goals, because the performance of school principals and teachers is the spearhead in education. The high and low quality of the principal's performance, the teacher's performance, results in progress and the quality of the school's quality

Furthermore, the principal as a leader of an educational institution must thoroughly understand how to manage his managerial abilities in an educational institution to bring the school he leads into a school that can compete in the era of globalization and yet remain cultured. Because educational institutions are a production that will propose quality human resources who will become the backbone of the implementation of national development.[9] In general, the principal's performance can be interpreted as the quality and quantity of work achieved by a principal in carrying out his function as a leader of teachers in accordance with the responsibilities assigned to him In line with the principal must be able to increase school productivity[10]. Productivity can be seen from the educational output in the form of an educational atmosphere. Achievements can be seen from equitable input, a large number of graduates, high quality of graduates, high relevance, and from an economic

perspective in the form of income administration.[11] Meanwhile, the process or atmosphere can be seen in the enthusiasm of learning, high morale, and trust from various parties. With the improvement of the quality of education, it is hoped that graduates will be better able to become educational staff who can carry out their duties properly.

Providing appropriate compensation to teaching staff will have a significant impact on teacher performance and job satisfaction. [12] states that teacher performance in general is the result of work achieved in carrying out their duties. Teacher performance can be measured by planning, implementing and evaluating learning, cooperation in work groups, understanding and ability to work and self-evaluation in achieving achievement.[13][14]. These indicators are still low in teachers. Based on preliminary observations made by researchers in the field, in May 2020, which shows that several types of compensation have been implemented including; salary, achievement awards, holiday holidays, annual leave, maternity leave, extracurricular allowances, homeroom allowances and holiday allowances (parcel) at Public Elementary Schools in Plakat Tinggi District. The performance of teachers in public elementary schools in Plakat Tinggi sub-district still needs to be improved, in this case it is marked by a lack of discipline in the learning process, because there are still some teachers who have other teaching places so that it usually affects their performance.

Based on the description of the above problems, the background for the researcher took the title *The Effect of Teacher Compensation and Job Satisfaction on the Performance of Public Elementary School Teachers in Plakat Tinggi District.*

## **2 METHODS**

This research belongs to quantitative research by describing the research findings. The sample in this study is the SD Negeri in Plakat Tinggi District, with the sampling in this study using purposive sampling, namely teachers who are used as research samples are teachers in each primary school with a total of 77 teachers. In collecting data, techniques are needed, both techniques in providing data, and techniques in classifying the data that has been collected. The same thing was also stated by [15] that the data collection method is a method used to collect data, while the data collection technique is the method used in carrying out the method that has been chosen which uses questionnaire data and documentation. The data analysis technique of this research used simple correlation and multiple regression data analysis techniques with the help of the SPSS For Windows Version 22 program. The analysis implementation stage included: (1) descriptive analysis, (2) analysis requirements test, and (3) hypothesis testing.

**3 RESULTS AND DISCUSSION**

Hypothesis testing was continued after testing the data analysis requirements, namely the normality test and the homogeneity test. After the data is declared to have met the requirements to be tested, then the

hypothesis is tested using the t test and the F test, to determine the effect partially and simultaneously on the variables to be tested.

**First Hypothesis Testing (H1)**

**Table 1. The results of the t-test analysis for variables (X1) on Y**

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	3.984	8.809		3.517	.001
	Kompensasi (X1)	.363	.122	.339	2.970	.004

a. Dependent Variable: Teacher Performance (Y)

Source: Processed Results of the SPSS Program version 22 of 2020

Based on the results of the t test calculation above, it is found that the significance value is 0.000. Because the significant value (probability) is smaller than 0.05, H<sub>0</sub> is rejected. This means that H<sub>a</sub> is accepted, thus the performance of the principal

has the effect of X<sub>1</sub> on Y amounting to 0.000 <0.05 and the t value of 5.485> t table 1.660, so it can be concluded that H<sub>a1</sub> is accepted, which means that there is a significant influence between X<sub>1</sub> and Y

**Second Hypothesis Testing (H2)**

**Table 2. The results of the t-test analysis for variables (X2) on Y**

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	3.984	8.809		3.517	.001
	Kepuasan Kerja (X2)	.326	.096	.385	3.377	.001

a. Dependent Variable: Teacher Performance (Y)

Source: Processed Results of the SPSS Program version 22 of 2020

**Third Hypothesis Testing (H3)**

**Table 3. Results of the F Test Analysis**

ANOVA <sup>b</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4705.270	2	2352.635	27.867	.000 <sup>a</sup>
	Residual	6247.250	74	84.422		
	Total	10952.519	76			

a. Predictors: (Constant), Job Satisfaction (X2), Compensation (X1)

b. Dependent Variable: Teacher Performance (Y)

Based on the value above, it is known that the significance value for the effect of X<sub>1</sub> and X<sub>2</sub> simultaneously or together on Y is equal to 0.000

<0.005 and the F value of 84.867> F table 3.12, so it can be concluded that H<sub>a3</sub> is accepted, which

means that there is a significant influence of X1 and X2 simultaneously against Y.

Based on the results of the research data analysis using the SPSS program version 22. Before the research was carried out, the data requirements were tested first, namely the validity test and the reliability test. [10] The data validity test was conducted by using the validation test which was carried out with the validator, namely PGRI Palembang University lecturers. Then proceed to test the validity of the analysis using the calculation of the SPSS program version 22. The results of the calculation of the analysis validation for the compensation variable note that all are valid so that the statement items can be tested further [16]. The results of the calculation of the analysis validation for the teacher job satisfaction variables note that all of them are valid so that the statement items can be tested further. The results of the calculation of the validation analysis for the teacher performance variables note that all of them are valid so that the statement items can be tested further. Then the prerequisite data test is continued to the reliability test. After calculating using the SPSS version 22 program, it is known that the principal's policy variable obtained a value greater than the r table, the education financing variable was greater than the r table, and the education quality variable obtained a value greater than the r table so it could be concluded that all research variables were stated. reliable.

#### 4 CONCLUSION

Based on the results of the research that has been done, it can be concluded that compensation has an effect on teacher performance based on the results of the t test analysis. This shows that there is compensation for elementary school teachers in Plakat Tinggi District who have answered the first hypothesis. Job satisfaction has an influence on teacher performance based on the results of the t test analysis. This shows that there is an effect of compensation on teacher performance in elementary schools in Plakat Tinggi District which has answered the second hypothesis. Compensation policies and job satisfaction have a joint influence on teacher performance based on the results of the F test analysis. This shows that there is an effect of compensation and job satisfaction together on the performance of elementary school teachers in Plakat Tinggi District has answered the third hypothesis.

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