



The Relationship Between Certification, Motivation, and Teacher's Performance at SMK Swasta Harapan Stabat

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Abstract. The teacher certification program has been implemented since 2007 after issuing National Education Regulations Nomor 18 Tahun 2007 concerning Teacher Certification. This certification program is implemented to increase teacher competence as professional educators. A certification is a form of recognition from the government for the achievement of teacher performance, which requires teachers to carry out their duties as professional educators. If teachers cannot fulfill their obligations, the government will automatically terminate their certification benefits. Through this certification program held by the government, teachers are finally increasingly motivated to improve their professionalism at work. This research was conducted at SMK Swasta Harapan Stabat. The number of samples is equal to the total population of 71 respondents. This study concludes that certification positively and significantly affects teacher performance at SMK Swasta Harapan Stabat. Motivation positively and significantly affects teacher performance at SMK Swasta Harapan Stabat. Certification and motivation positively and significantly affect teacher performance at SMK Swasta Harapan Stabat. This study is expected to help increase teacher motivation in carrying out teaching and learning activities that are more efficient and conducive to forming future leaders with great qualities and help teachers improve their performance more professionally as educators. In addition, it is expected to make a good contribution to the school itself and as a study material regarding the implementation of certification as well as evaluation and identification of deficiencies during the implementation of certification.

Keywords: Certification · Motivation · Teacher Performance

1 Introduction

1.1 Background

The government's effort to improve teacher welfare is by providing teacher certification. Teacher certification is a certification benefit program for teachers who have passed the certification test. This program can be regarded as one of the motivations for a teacher to be able to improve his performance at work [1].

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The teacher certification program has been implemented since 2007 after the issuance of National Education Regulations Nomor 18 Tahun 2007 concerning Teacher Certification. This certification program is implemented to increase teacher competence as professional educators.

A certification is a form of recognition from the government for the achievement of teacher performance, which requires teachers to carry out their duties as professional educators [2]. If the teacher cannot fulfill his obligations, the government will automatically stop the benefits of his certification. Through this certification program held by the government, teachers are finally increasingly motivated to improve their professionalism in their work (Table 1).

Based on the previous table, the number of education staff (teachers) at SMK Swasta Harapan Stabat to be studied amounted to 71 people. With the bachelor degree teachers has the most significant number with 66 people. Furthermore, the number of teachers certified at SMK Swasta Harapan Stabat amounted to 41 people, with 30 teachers who have not received certification (Table 2).

It can be seen from the pre-survey data conducted by researchers as many as 30 teachers at SMK Swasta Harapan Stabat that the phenomenon that occurs in the field, the number of teachers who are included in the category of strong (high) motivation is the highest with the question, namely the level of welfare is higher, for teachers who have received 75% certification.

While the indicator of weak motivation (low), with the question of working with the hope of getting attention from colleagues and superiors, amounted to 53%.

Based on these temporary results, teachers' motivation at the Harapan Stabat Private Vocational School is quite strong (high), but there are still weak (low). In the educational workforce, teachers with different work motivations will cause differences in teacher performance in improving the quality of education in the school [3].

Previous research by Ardiana shows a significant relationship between the motivation and performance of vocational accounting teachers in Madiun City. Based on the results of the study conducted by Ahmadiansah [4], there is a significant influence of motivation on the performance of teachers of SMK Muhammadiyah Salatiga.

Based on the research background that has been described, the following is the formulation of this research:

1. How does certification affect teacher performance at SMK Swasta Harapan Stabat?
2. How does motivation influence teacher performance at SMK Swasta Harapan Stabat?
3. How can certification and motivation improve teacher performance at SMK Swasta Harapan Stabat?

1.2 Literature Review

Human Resource Management

Human development has become a field of management science that is currently called human resource management in managing organizations [6]. Human resource management is managing people in organizations, both profit and non-profit companies, to play an effective and efficient role in their management [5]. Management comprises six elements: Human, Money, Method, Material, Machine, and Market.

Hasibuan revealed that Human resource management is part of the science and art of managing relationships and the role of the workforce to be effective and efficient. In addition to helping realize the goals of the organization, employees, and society in general [6]. The view of Suwatno & Priansa states that Human resource management is one of the fields of management in general. This includes several aspects, such as planning, organizing, implementing, and controlling human resources in an organization [7]. HR management usually comprises [6], 1) Recruitment, 2) Work motivation, 3) Work management, 4) Employee benefits, 5) Employee health, 6) Employee safety, 7) Compensation, and 8) Company development.

Certification

Certification in Law number 14 of 2005 of Indonesia concerning Teachers and Lecturers is the process of granting teacher certificates for teachers and lecturers. Teacher certification is giving a certificate or competency certificate to recognize a teacher's ability to perform a job after passing a competency test.

This teacher certification program covers the process of granting educator certificates to teachers. Teachers who have followed the certification program and are declared to have passed will get a professional teaching certificate. The teacher certification program is divided into two [9]: (1) Certification program for existing teachers (teachers in majors). (2) Teacher candidate certification program. The main benefits of certification, according to [7], are: [1] Protecting the teaching profession from incompetent practices that can damage the image of the teaching profession, [2] Protecting society from low-quality and unprofessional educational practices, [3] Improving the well-being of teachers.

Motivation

According to Umam, the notion of motivation includes various aspects of human behavior or behavior that can encourage someone to behave or not behave [10]. Motivation is a human urge to act and behave. While the notion of motivation in everyday life, motivation can be interpreted as a process that can provide encouragement or feelings to employees to want to work sincerely and not be burdened [11].

The hierarchy of human needs, according to Maslow in Sari & Prasetya, is as follows [12]:

1. Physiological needs
2. Security needs (Safety Needs).
3. The need for togetherness (Social Needs).
4. The need for respect and appreciation.
5. self-actualization needs,

According to Hamzah, the dimensions and indicators of work motivation are [13]:

1. Internal Motivation: a) The teacher's responsibility in carrying out tasks with clear targets, b) Having clear and challenging goals, c) Having feedback on the results of his work, d) Having a feeling of pleasure in working, e) Always trying to outperform others, f) Prioritizing performance over what he does. 2. External Motivation: a) Always try to meet the needs of life and work, b) Happy to receive praise for what he does, c) Work

with the hope of getting incentives, d) Work with the hope of getting attention from friends and superiors.

Teacher Performance

The term performance comes from the word job performance or actual work performance. This is the result of work in terms of quality and quantity achieved by a person in carrying out his duties following his duties and function with the responsibility given to him [14]. Performance can also be interpreted as work performance or work execution [15].

According to Barnawi and Arifin, teacher performance is the level of success of teachers in carrying out their duties and education following their responsibilities and authority, based on performance standards set for some time in the achievement of educational goals. [16]. According to Hamzah, the following dimensions and indicators of performance are as follows [13]:

6. Quality of work
 - a. Mastering materials
 - b. Manage the teaching and learning process
 - c. Manage class
7. Speed / accuracy of work
 - d. Using media or learning resources
 - e. Mastering the educational foundation
 - f. Planning teaching programs
8. Initiatives in work
 - g. Lead the class
 - h. Manage learning interactions
 - i. Assessing student learning outcomes
9. Workability
 - j. Using various methods of learning
 - k. Understand and carry out the functions and services of counseling guidance

1.3 Conceptual Framework

The conceptual framework can be seen as a relationship between theories or concepts to support research in showing the relationship between variables in this research. This framework can be seen in the following picture (Fig. 1).

1.4 Hypothesis

Hypothesis in this study:

1. H1: Certification has a positive and significant effect on teacher performance at SMK Swasta Harapan Stabat.
2. H2: Motivation has a positive and significant effect on teacher performance at SMK Swasta Harapan Stabat.
3. H3: Certification and motivation have a positive and significant effect on teacher performance at SMK Swasta Harapan Stabat.

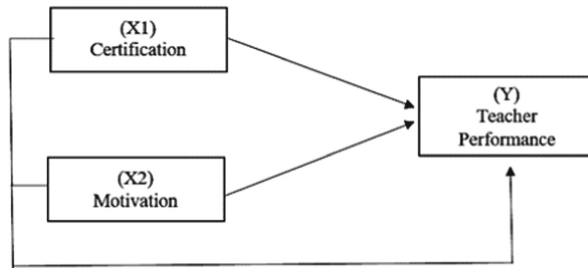


Fig. 1. Conceptual Framework

2 Method

This research is causal associative research with quantitative techniques. A causal associative study aims to find the relationship between two or more variables. This research is to find out the cause and effect relationship. The independent variables in this research are Certification (X1) and Motivation (X2), with Teacher Performance (Y) as the dependent variable.

This research was conducted at Private SMK Harapan Stabat. The population in the study is 71 teachers at Harapan Stabat Private High School. The sampling technique used is a saturated sample with a population base of fewer than 100 people. Therefore the number of samples equals the total population of 71 respondents.

The questionnaire items used as a research instrument were tested for validity and reliability. Validity refers to how significantly an examination measures what it is supposed to measure. Furthermore, reliability shows the accuracy and consistency of consistent measurement of the same subject, not obtaining different results [17].

Multiple linear regression using the SPSS for windows software program, namely:

$$Y = a + 1X1 + 2X2 + e \quad (1)$$

where:

Y = Dependent variable (Teacher Performance).

X1 = Independent variable (Certification).

X2 = independent variable (motivation).

a = Constant.

b1, 2 = Regression Coefficient.

e = Standard error (error rate) that is 0.05 (5%).

3 Result and Discussion

3.1 Validity Test and Reliability Test

Based on the validity test, it shows that Certification (X1), Motivation (X2), and Teacher Performance (Y) variables are valid because the value of Corrected item-Total Correlation > 0.30 and declared valid. Based on the results of the reliability testing of the indicators of certification, motivation, and teacher performance indicators, they are reliable because Cronbach's Alpha value is greater than 0.6 and can be used for the following process.

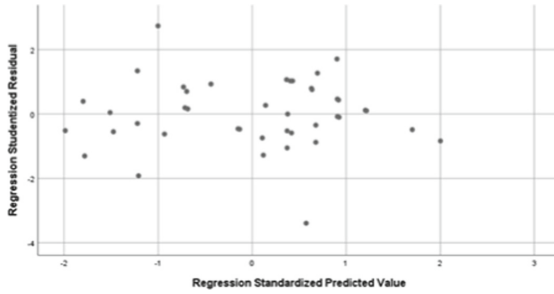


Fig. 2. Scatterplot Heteroskedasticity Test

3.2 Classical Assumption Test

Normality Test

Testing is seen in finding out whether the data is normally distributed or not. As for if the value of Asymp sig > 0.5, then the data is normally distributed. As for If the value of Asymp sig < 0.5, then the data is not normal (Table 3).

Based on the results of the Kolmogorov-Smirnov test, the sig value is obtained. $0.443 > 0.05$, indicating that the residuals are normally distributed.

Multicollinearity Test

The multicollinearity test is seen at t from the value of VIF (Variance Inflation Factor). If it is greater than 10, then that variable has a multicollinearity problem with other independent variables. Or in other words, $VIF < 10$ and tolerance > 10 (Table 4).

The results of the multicollinearity test that the value of tolerance > 10 and the value of VIF < 10 then based on the above data free from multicollinearity, this data can be analyzed further.

Heteroscedasticity Test

Heteroscedasticity test to find out symptoms by using graphical method. As for if there are no specific patterns (wavy, widening, then narrowing) and the points are spread above, and below the number 0 on the Y axis, then the data does not have heteroskedasticity. Research can be continued on other tests (Fig. 2).

The picture shows the points spread randomly above and below zero on the Y axis. There is no clear pattern, and the points spread above and below the number 0 on the Y axis, so accept H_0 , which means the data analyzed heteroskedasticity does not occur.

3.3 Multiple Linear Regression Test

The results of the multiple linear regression test can be seen in table 5 significant multiple linear regression equation can be obtained as follows:

$$Y = 7.619 + 0.352X_1 + 0.826X_2 + \epsilon \tag{2}$$

Table 1. List of Educational Levels and Certification of Education Personnel SMK Swasta Harapan

Level of Education	Total	Certification
S2	2	2
S1	66	38
D3	3	1
	71	41

From the results of the acquisition of the value of the equation of the multiple linear regression model, it is known that the constant of 7.619 indicates that if there is no influence of the independent variables certification and mot (X_1 , X_2), then teacher performance (Y) becomes 7.619.

The coefficient of X_1 (β_1) = 0.352 shows that every increase in the certification variable by one unit will increase teacher performance by 35.2% if other variables are held constant.

The coefficient X_2 (β_2) = 0.826 indicates that each increase in the motivation variable by one unit will increase teacher performance by 82.6% if other variables are held constant.

3.4 Determination Coefficient Test (R^2)

Coefficient of determination in research to find out the relationship between several variables and the ability of the independent variable to contribute to the dependent variable in percentage units. The value of this coefficient is between 0 and 1. If the result is close to 0, it means that the independent variable's ability to explain the variable's variation is very limited. The result of the tested data is close to 1 means that the independent variable provides almost all the information needed to predict the variation of the dependent variable in this research (Table 6).

From the results of the determination test, it can be explained in this table that the adjusted R Square value has a value of 535 or (53.5%). This means that this study uses compensation variables, communication is 53.5%, and the remaining 46.5% is influenced by outside these variables.

3.5 Hypothesis

F Test (Simultaneous Test)

In Table 7, the F test produces $F_{count} 4.013 > F_{table} 3.120$ so that H_a is accepted and H_o is rejected, that is, communication on employee performance. So that the hypothesis (H_a) was previously accepted.

Table 2. Pre Survey at SMK Swasta Harapan Stabat

No	List Of Question	Strongly Disagree	Don't Agree	Neutral	Agree	Strongly Agree	Percentage Category		
							Strong	Medium	Weak
1	Have a happy feeling in working as a teacher	2	3	1	3	21	70%	13%	17%
2	The school provides an opportunity for every teacher to get certified	0	0	3	10	17	57%	43%	0%
3	Schools provide award in the form on incintiveness and promotions to teacher who excel	0	0	2	10	17	58%	45%	0%
4	Work with the hope of getting the attention of peers and superiors	10	6	5	6	3	10%	37%	53%
5	The purpose of certification is to fulfill pedagogical, personal, social, and professional competencies	0	1	4	5	20	73%	23%	3%
6	The level of welfare is higher, for teachers who have obtained certification	0	0	5	10	16	75%	30%	0%

Table 3. Normality Test Result

		Unstandardized Residual
N		71
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	1.44623767
Most Extreme Difference	Absolute	.141
	Positive	
	Negative	
Kolmogorov-Smirnov Z		
Asymp. Sig. (2-tailed)		

a. Test distribution is Normal

Table 4. Multicollinearity Test Result

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Certification	.672	1.472
	Motivation	.598	1.771

a dependent Variable: Teacher Performance

Table 5. Multiple Linear Regression Result Cosfficients.

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	7.619	3.627
	Certification	.352	.187
	Motivation	.826	.235

a. dependent Variable: Teacher Performance

Table 6. Coefficient of Determination Test Results.

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.722 ^a	.621	.535	1.417

a. Predictors: (Constant), Certification, Motivation

b. Dependent Variable: Teacher Performance

Table 7. F Test Result

Anova ^b			
Model		F	Sig.
1	Regression	4.013	.000 ^a
	Residual		
	Total		

a. Predictors: (Constant), Certification,

b. Dependent Variable: Employee Performance

H3: Certification and motivation have a positive and significant effect on teacher performance at SMK Swasta Harapan Stabat.

T Test (Partial Test)

A T-test (partial test) was conducted to see the influence of independent variables individually.

In Table 8 (t-test results), it can be seen that:

1. The value of the t count of the Certification variable is 2,593, and the t table is 1,667 so that t count > t table (2,593 > 1,667) and significant value (sig) (0.002 < 0.05) so it can be concluded that H1: Certification has a positive and significant effect on teacher performance at SMK Swasta Harapan Stabat
2. The value of t count of the motivation variable is 2,116, and the t table is 1,667, so t count > t table (2,116 > 1,667) and significant value (0.001 < 0.05), so it can

Table 8. T Test Result

(Constant)	3.217	.001
Certification	2.593	.002
Motivation	2.116	.001

Dependent Variable: Teacher Performance

be concluded that H2: Motivation has a positive and significant effect on teacher performance at SMK Swasta Harapan Stabat

4 Conclusion

Conclusions of this study: Certification has a positive and significant effect on teacher performance at SMK Swasta Harapan Stabat, Motivation has a positive and significant impact on teacher performance at SMK Swasta Harapan Stabat, Certification and motivation have a positive and significant effect on teacher performance at SMK Swasta Harapan Stabat.

Suggestions in this study are expected that the results of this study can help increase teacher motivation in carrying out teaching and learning activities that are more efficient and conducive to forming future leaders with great qualities and help teachers to improve their performance more professionally as educators. In addition, it is expected to make a good contribution to the school itself and as a study material regarding the implementation of certification as well as evaluation and identification of deficiencies during the implementation of certification.

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