

THE INFLUENCE OF MOTIVATION AND WORK DISCIPLINE ON PERFORMANCE OF STATE ELEMENTARY SCHOOL TEACHERS AT BATU AJI

Beela Safira Indriningsih¹, Wasiman Wasiman²
Fakultas Ilmu Sosial dan Humaniora, Universitas Putera Batam^{1,2}

ARTICLE INFO

Keywords:

Motivasi,
Disiplin kerja,
Kinerja guru

ABSTRACT

Employees play an important role for every company where employees are used as a system that drives all parts so that they are neatly arranged and in accordance with the expectations of the company owner. Employee performance has several factors that can influence it, including motivation and work discipline. This study aims to analyze the effect of motivation and work discipline on the performance of public elementary school teachers in Batu Aji. The design of this study uses research design and quantitative research methods. The data collection technique was by distributing questionnaires to 150 respondents, namely public elementary school teachers in the Batu Aji sub-district. The results of this study indicate that motivation and work discipline partially and simultaneously have a significant effect on teacher performance. The results of the test for the coefficient of determination show that motivation and work discipline partially and simultaneously have a significant effect on teacher performance by 55 percent, while the rest are influenced by other variables not examined in this study.

E-mail:
Pb190910235@upbatam.ac.id

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1. INTRODUCTION

Employees are the most important component in the running of a company in order to achieve the goals that have been planned [1]. Companies must develop the skills of their employees for the sake of realizing development in a number of aspects [2]. Research related to employee performance is often carried out by researchers, because performance plays an important role in improving work systems in each company. Companies must be ready to compete by building and compiling effective management so as to further improve employee performance in line with employee capabilities. Efforts to improve performance in a company are certainly not far from the various factors that influence it [3].

Employee performance is the result that has been achieved by a person in doing his job in accordance with what has been entrusted to him [4]. Companies must be ready to compete by building and compiling effective management so as to further improve employee performance in line with employee capabilities. Efforts in improving the performance of a company are certainly not far from the various factors that influence it [5].

One of the factors that influence employee performance is motivation. Motivation is an attitude that is used to be able to maintain the feelings of others [6]. Motivation has a significant effect on employee performance [7]. Motivation can come from within the employee itself or from outside. The most influential thing is the motivational factor from outside [8]. Where employees need something that makes them have the enthusiasm to carry out their work. Employees play an important role for every company where they are used as a system that drives all parts so that they are neatly arranged and in accordance with the expectations of the company owner [9]. The motivation given by the company makes employees eager to work. Work motivation is in the form of support by superiors, which can determine the direction of a person in the company where they work. Motivation is given so that employees are enthusiastic at work and are able to deal wisely with various problems [10].

In addition to motivation, work discipline also plays a major role in influencing employee performance [11]. In doing work, employees must also show discipline in work. Where discipline is one of the factors used by companies in considering what to do with their employees [12]. Work discipline is a form of coming on time [13]. Work discipline can also be seen from the speed with which a person does a given task. Work discipline is formed from communication between superiors and subordinates, which can improve habits in obeying rules [14]. Work discipline is a form of communication used by managers

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in communicating with employees so that they want to change their behavior and increase awareness and willingness to comply with company regulations [15].

One form of compulsory education for the community is at the elementary school level. Elementary school is the basic level of formal education in Indonesia. Elementary school is taken within 6 years, starting from grade 1 to grade 6. Currently, grade 6 students are required to take the National Examination which affects student graduation. Elementary school graduates can continue their education to the junior high/junior high school level.

2. METHOD

The method in this researches is quantitative. This research includes several tests by distributing questionnaires with the aim of testing the effected of the dependents variable on the independents variable. The sample are Elementary School teacher in Batu Aji District. The researcher decided to apply the non-probability sampling technique, namely purposive sampling, where the researcher determined the sampling by establishing special characteristics that were in accordance with the objectives of this study. In line with calculations by applying the Slovin formula, the number of samples in this study was 150 respondents.

3. RESULT AND DISCUSSION

Table 1. Validity Test Results

Variable	Item	R Statistic	R Table	Description
Motivation (X1)	X1.1	0,555	0,1603	Valid
	X1.2	0,727		
	X1.3	0,762		
	X1.4	0,496		
	X1.5	0,560		
	X1.6	0,762		
	X1.7	0,496		
	X1.8	0,560		
Work Dicipline (X2)	X2.1	0,751	0,1603	Valid
	X2.2	0,776		
	X2.3	0,596		
	X2.4	0,598		
	X2.5	0,598		
	X2.6	0,598		
Teacher Performance (Y)	Y.1	0,797	0,1603	Valid
	Y.2	0,633		
	Y.3	0,778		
	Y.4	0,537		
	Y.5	0,653		
	Y.6	0,797		
	Y.7	0,633		
	Y.8	0,778		
	Y.9	0,537		
	Y.10	0,653		

It was found the overall statement for each variable was that $r_{count} > r_{table}$ (0.1603), it was conclude that all of the question items were classified as valid.

Table 2. Reliability Test Results

Reliability Statistics	Cronbach's Alpha	N of Items
Motivation	0,777	8
Work Discipline	0,798	6
Teacher Performance	0,870	10

In accordance with the test results above, it was concluded that each variable obtained a Cronbach Alpha values exceeding 0.60, so it could be stated that all variables in these studies were reliable.

Table 3. Normality Test Results

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N		150
Normal Parameters ^{a,b}	Me	.0000000
	Std. Dev	1.72118826
Most Extreme Differences	Absolute	.069
	Positive	.069
	Negative	-.064
Test Statistic		.069
Asymp. Sig. (2-tailed)		.076c,d

Based on the table above, the Kolmogorov Smirnov test that was carried out found a percentage above 5% or 0.05, so the data is normally distributed because of the Asymp results. Sig is 0.076 > 0.05.

Table 4. Coefficient of Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error
1	.746a	.556	.550	1.773

It was found that motivation and work discipline affect teacher performance by 55 % which can be seen from Adjusted R Square, while the rest are affected by other variables not examined in this study.

Table 5. T Test Results

Model	T	Sig.
1 (Constant)	2,507	,013
Motivation	3,821	,000
Work Discipline	11,204	,000

Information:

1. Motivation (X1) with t count 3.821 > t table 1.976 (df = n-k = 150 - 3 = 147) and a significance of 0.00 < 0.05 concluded partially that motivation has a positive and significant effect on teacher performance.
2. Work discipline (X2) with t count 11.204 > t table 1.976 and a significance of 0.00 < 0.05 concluded that partially work discipline has a positive and significant effect on teacher performance.

Table 6. F Test Results

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	552,649	2	276,325	92,022	,000b
Residual	441,411	147	3,003		
Total	994,060	149			

It is known that work motivation and discipline obtain an F count of 92.022 > F table of 3.07 with a significance of 0.000 < 0.05. It is concluded that motivation and work discipline simultaneously have a positive and significant effect on teacher performance.

4. CONCLUSION

Based on the results of the research and discussion that have been described previously, it is concluded that namely motivation partially had a positive and significant effect on the performance of public elementary school teachers in Batu Aji District. Work discipline partially has a positive and significant effect on the performance of State Elementary School teachers in Batu Aji District. And simultaneously, these two variables have a positive and significant effect on the performance of State Elementary School teachers in Batu Aji District.

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