THE INFLUENCE OF WORK DISCIPLINE AND WORK MOTIVATION ON TEACHER PERFORMANCE AT SMK PGRI 2 KEDIRI

Cendy Ariditya Mandagi*[1], Aprilia Dian Evasari[2]
Kadiri Islamic University
cendy9944@gmail.com*[1], apriliadianeva@uniska-kediri.ac.id[2]

Abstract: Education is the most important thing that every individual must have. Educational service institutions such as Vocational High Schools require good management of students to achieve goals companies in the current era of globalization.This research aims to determine the influence of work discipline and work motivation on teacher performance at SMK PGRI 2 Kediri. The analysis techniques used are validity test, reliability test, classical assumptions, multiple linear regression analysis, coefficient of determination test, t test, F test. The population of this study was all 63 employees and a sample of 63 respondents because it used a saturated sample.The results of research at SMK PGRI 2 Kediri show that the work discipline variable (X_1), and work motivation (X_2) together they influence the performance variable (Y). Proven by the Fcount value of 244,417 > 3.15 Ftable.
Keywords: Discipline; Motivation; Performance

INTRODUCTION

Education is the most important thing that every individual must have. Through education a person's skills will be formed. Education is usually used as a barometer of a person's worth. Sekolah Menengah Kejuruan (SMK) is a type of formal education that prepares students to work in the field they are studying. Educational service institutions such as vocational schools need good student management to achieve company goals in the current era of globalization. In order to find out whether the company's goals have been achieved or not, employee performance must be measured. Many factors influence employee performance, one of which is work discipline and work motivation.

Discipline according to Sutrisno (2016:87) is a strength that grows within employees and encourages employees to adapt to work rules and values. Discipline according to Sutrisno (Sutrisno, 2016) is an ability that grows within employees and employees voluntarily obey in accordance with existing decisions and rules. Work discipline must be carried out as it should and work discipline is one of the factors of organizational success.

Motivation is defined as the reason of an individual to do something. Rivai (2014) explains that motivation is the values and attitudes that will influence an individual to achieve goals. Meanwhile, Nawawi (2013) explains that motivation is a condition that causes individuals to carry out conscious activities. This understanding also implies that motivation theory departs from the basic point that a person simply does something that is enjoyable, does not include conditions in this case where a person is forced to do something that he does not want.

Mangkunegara (2017) explains that performance comes from the words Job Performance or Actual Performance. Performance is the result of an employee's work in quality and quantity by carrying out their responsibilities as assigned. Meanwhile, according to Dharma (2012), performance is a means of improving results. Performance can be used as a reference to assess a person's work results in terms of the quality and amount obtained by a worker in carrying out their duties. In order to achieve good performance, human resources are needed who have work discipline and optimal work motivation. Discipline and work motivation are the main things in determining employee performance.

METHOD

This research includes quantitative research. Sugiyono (2013:7) explains that quantitative methods are called traditional methods, because this method has been used for

a long time so it has been used as a method for research. Sugiyono (2013:80) explains that population is a generalized area consisting of: objects/subjects that have certain qualities and characteristics that the researcher decides to study and then draw conclusions. The population of this study was all teacher at SMK PGRI 2 Kediri with a total of 63 people.

Sugiyono (2013:80) explains that the sample is part of the population. If the population is large and it is impossible for researchers to study everything, for example due to limited funds, energy and time, then researchers can use samples taken from that population. The sample used in this research was 63 teachers at SMK PGRI 2 Kediri. This research will last for five months starting from 15 December 2022 to 15 August 2023 at SMK PGRI 2 Kediri. Data collection was carried out by observation, interviews, questionnaires, literature studies and documentation. The analytical tools used are validity test, reliability test, classical assumptions, multiple linear regression analysis, coefficient of determination test, t test, F test.

RESULTS AND DISCUSSION

Validity test by comparing the Pearson Product Moment correlation index at a significance level of 5%. Based on the table of 63 validity test results, all of them are valid because the correlation probability value [sig. (2-tailed)]< from a significance level of 0.05, it can be concluded that the questionnaire in this study was declared valid.

Then, in the reliability test, if the Cronbach Alpha value is greater than 0.6, the questionnaire is said to be reliable. This research is said to be reliable with Cronbach Alpha (α) values all above 0.6. So it can be interpreted that all the items in this research questionnaire are reliable or suitable for use in further analysis.

The Kolmogorov-Smirnov Normality Test was used in this study to determine normality. If the p-value is greater than the significance level (a = 0.05), then the data is said to be normal. Next, use the Kolmogorov-Smirnov Z and Asymp normality tests. Sig, (2-tailed) obtained a residual significance value of 0.254 > 0.05, so it can be concluded that in this study the data was normally distributed.

The linearity test attempts to determine whether two or more variables under consideration have a linear relationship or not. The results of the linearity test in this study obtained a significance value of the relationship between performance and work discipline of 0.035 and the relationship between performance and work motivation of 0.000. Because the significant value is less than 0.05, it can be concluded that the relationship between performance variables and work discipline and performance and work motivation is not linear.

The multicollinearity test is used to assess the relationship between two independent variables. The VIF value can be used to detect multicollinearity (Variance Inflation Factor). When the VIF value is greater than 10, multicollinearity occurs; If the VIF value is less than 10 then multicollinearity does not occur (non-multicollinearity). Based on the test results, the Tolerance value for work discipline was 0.212 and work motivation was 0.212, while the VIF value for work discipline was 4.717 and motivation was 4.717. Tolerance value < 0.10 and VIF value < 10, it can be said that there is no multicollinearity between these two variables.

This heteroscedasticity test is carried out to find out whether there are unequal residual variances. Heteroskedasticity occurs when the variants are different. The results can be seen in the following image:
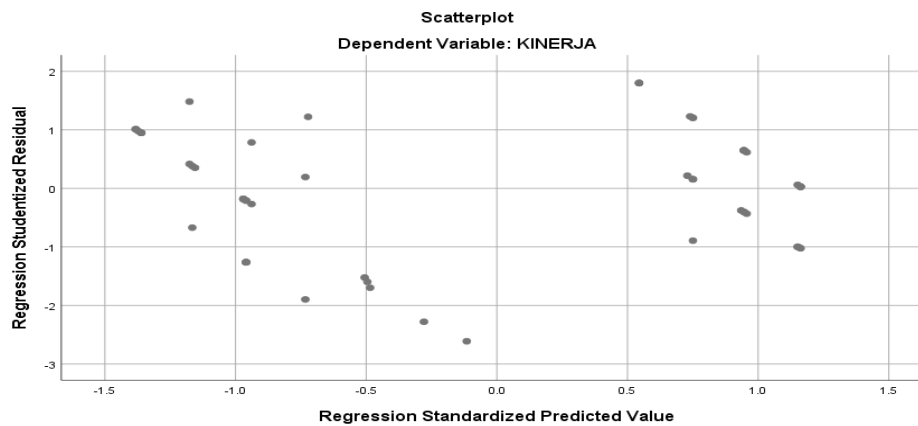
Picture 1 graph Scatterplot
Source : Outputt SPSS 25 (2023)

Based on the display on the scatterplot, it can be seen that the plot spreads randomly above or below the number 0 on the Regression Standardized Predicted Value axis. Therefore, based on this graph, it is stated that there are no symptoms of heteroscedasticity.

Multiple Linear Regression Analysis is carried out to test the relationship/correlation/influence of more than one independent variable on one dependent variable. Regression can also be used to predict or estimate the dependent variable based on the independent variable. Based on the calculation results, the following regression equation can be obtained:

Y = a + b1X1 + b2X2
Y = 0.955 + 0.29X1 + 0.560X2

Furthermore, in the Determinant Coefficient or R Square test, a value of 0.891 was obtained, which means that the influence of work discipline and work motivation on teacher performance at SMK PGRI 2 Kediri was 89.1%, while the remaining 10.9% came from other variables and indicators not included in this research.

Then a t test was carried out to determine the partial effect on the independent variables. The T value is 0.290 < 2.000 T table, so it can be concluded that the work discipline variable partially has no significant effect on teacher performance at SMK PGRI 2 Kediri with a significant value of 0.772 > 0.05. The T value is 9,921 > 2,000 T table, so it can be concluded that the work motivation variable partially has a significant effect on teacher performance at SMK PGRI 2 Kediri with a significant value of 0.000 < 0.05.

The F test is used to find out whether the regression model can be used to predict the dependent variable. The significance level is 0.05, and the regression model can be used to predict the dependent variable, Ghozali in Bukit (2019). The following are the criteria for hypothesis testing at a significance level of 0.05 (5%): If Fcount > Ftable or alpha > 0.05, reject Ho and accept Ha. The calculated F value is 244,417. The results of the F test can show that the F value is 244,417 > 3.15 F table, so it can be concluded that the variables of work discipline and work motivation simultaneously have a significant effect on teacher performance at SMK PGRI 2 Kediri.

The Effect of Work Discipline on Performance

The results of this analysis, researchers concluded that work discipline has a direct effect on performance which has a positive and insignificant effect. If the work discipline provided is increased, it will affect the performance of teachers at SMK PGRI 2 Kediri. However, the influence of work discipline on performance is not significant, which means there is little influence or level of trust.

The results of this test are in accordance with the results of previous research conducted by Agung Setiawan, (2013) which found that partially work discipline did not have a significant effect on employee performance at the Kanjuruhan Malang Regional General Hospital. This is proven by the results of the regression coefficient value for the work discipline variable of 0.879. Meanwhile, the T test value for the work discipline variable is -0.102 with a probability of significance of 0.768, so the coefficient value is inversely proportional, namely -0.102.

The Influence of Work Motivation on Performance

The results of this analysis, researchers concluded that work motivation has a direct effect on teacher performance. If the work motivation provided is increased, teacher performance will increase. Because at SMK PGRI 2 Kediri it is necessary to increase work motivation so that teacher performance can be more optimal. Good work motivation can cause teacher performance to be more enthusiastic and optimal.

The results of this test are in accordance with the results of previous research conducted by Rika Widayaningtyas, (2016) who found that work motivation had a positive and significant effect on the performance of PT Macanan Jaya Cemerlang Klaten employees. This is proven by the results of the regression test which obtained a value of (β) 0.302 (**p<0.05; p=0.000). The contribution of work motivation to employee performance is (ʌR2) 0.75.

Previous research conducted by Adilla Juita Siska, (2017) also found that work motivation had a positive and significant effect on teacher performance at SMAN 1 Canduang, Agam Regency. This is proven by the Tcount value of 2.242 with a significant Tcount level of 0.003 < 0.05, which means that Ho is rejected and Ha is accepted.

Previous research conducted by Agung Setiawan, (SETIAWAN, 2013) also found that work motivation has a positive influence on employee performance in Kanjuruhan Malang Regional General Hospital. This is proven by the coefficient value of 0.260 and the significance value of 0.000.

Previous research conducted by Gito Septa Putra and Jhon Fernos, (2022) also found that the work motivation variable had a positive and significant effect on employee performance at the Padang City Department of Manpower and Industry. This is proven by the Tcount value being greater than Ttable (3.885>2.009) and the significant value being smaller than the alpha value (0.000<0.05).

3. The Influence of Work Discipline and Work Motivation on Performance

Optimal teacher performance will be able to bring SMK PGRI 2 Kediri to be able to compete with other schools and become a better and more advanced school. The results of this test are in accordance with the results of previous research conducted by Rika Widayaningtyas, (Widayaningtyas & Darmawati, 2016) who found that work discipline and work motivation had a positive and simultaneous effect on the performance of PT employees. Macanan Jaya Cemerlang. This is proven by the statistical results of the regression test, which showed that work discipline (β) was 0.169 (**p<0.05; p=0.008) and work motivation (β) was 0.695 (*p<0.05; p=0.000). The contribution of the influence of work discipline and work motivation variables to employee performance is (R2) 0.095

CONCLUSION

From the research conducted, it can be concluded that the partial work discipline variable does not have a significant effect on teacher performance at SMK PGRI 2 Kediri. This is proven by the T value of 0.290 < 2.000 T table. The work motivation variable partially has a significant effect on teacher performance at SMK PGRI 2 Kediri. Proven by the Tcount value of 9,921 > 2,000 Ttable. The variables of work discipline and work motivation simultaneously have a significant effect on teacher performance at SMK PGRI 2 Kediri. Proven by the Fcount value of 244,417 > 3.15 F table.

REFERENCES

Agam, K. (2017). *JUSIE*. *I*(November 2016), 98–103.

Bangun, W. (2012). *Manajemen Sumber Daya Manusia*. Jakarta: Erlangga.

Bukit, P., Yamali, F. R., & Ananda, R. (2019). Pengaruh Gaya Kepemimpinan Terhadap Kinerja Pegawai dengan Motivasi dan Disiplin Kerja Sebagai Variabel Intervening Pada Dinas Pekerjaan Umum dan Perumahan Rakyat Provinsi Jambi. *J-MAS (Jurnal Manajemen Dan Sains)*, *4*(2), 413. https://doi.org/10.33087/jmas.v4i2.127

Gito Septa Putra & Jhon Fernos. (2022). Pengaruh Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai Pada Dinas Perhubungan Kota Ternate. *Skripsi*, *3*, 617–629.

Mangkunegara, A. P. (2017). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung : PT Remaja Rosdakarya.

Nawawi, I. (2013). *Budaya Organisasi Kepemimpinan dan Kinerja*. Jakarta : PT Fajar Iterpratama Mandiri.

Prof.Dr.Sugiyono. (2013). Metode Penelitian Kuantitaif,Kualitatif dan R&D, ISBN: 979-8433-64-10. In *Alfabeta* (Issue 465).

Rivai, V. (2014). Manajemen Sumber Daya Manusia untuk Perusahaan, Edisi ke 6, PT. *Raja Grafindo Persada, Depok*, *16956*.

Setiawan, A. (2013). Pengaruh Disiplin Kerja Dan Motivasi Terhadap Kinerjakaryawan Pada Rumah Sakit Umum Daerah Kanjuruhan Malang. *Jurnal Ilmu Manajemen (JIM)*, *1*(4).

Sutrisno, E. (2016). *Sumber Daya Manusia* (p. 1). Kencana.

Widayaningtyas, R., & Darmawati, A. (2016). Pengaruh Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan (studi pada PT. Macana Jaya Cemerlang Klaten. *Revista Brasileira de Ergonomia*, *9*(2), 10.