



# EFFORTS TO INCREASE PERFORMANCE THROUGH OPTIMIZATION OF WORK DISCIPLINE

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## ABSTRAK

Kinerja guru menjadi parameter atas keberhasilan sekolah, dan salah satu instrumen yang melekat adalah disiplin. Secara logis, perilaku disiplin menunjukkan tindakan terukur atas suatu tugas. Di mana para guru menjadikan aturan sebagai standar kerja, sehingga segala sesuatunya memiliki dasar, kekuatan, dan tujuan yang jelas. Pada akhirnya, disiplin dapat mengarahkan para guru untuk dapat melaksanakan tugas dengan baik dan benar, serta berorientasi pada hasil yang memuaskan. Penelitian ini bertujuan untuk mendeskripsikan dan menganalisis peningkatan kinerja berdasarkan aspek disiplin. Adapun azas penelitian yang digunakan adalah kuantitatif dengan metode asosiatif. Teknik analisis hasil penelitian menggunakan statistik regresi linier dengan tahapan pengujian mencakup; tes validitas, reliabilitas, asumsi klasik, dan uji hipotesis. Objek penelitian dilakukan di SMP Muhammadiyah 29 Sawangan Depok, dan yang menjadi sampel penelitian adalah guru sebanyak 50 orang. Data penelitian diperoleh melalui sebaran kuesioner. Hasil penelitian menjelaskan, jika kinerja akan meningkat secara signifikan, apabila perilaku disiplin guru meningkat. Bahkan dalam uji deskriptif diketahui, sikap patuh dan taat terhadap ketentuan dan peraturan sekolah menjadi parameter yang dominan terhadap penyelesaian kerja yang baik, dan berimplikasi pada hasil yang memuaskan.

**Kata Kunci: Guru, Kinerja, Disiplin, Sekolah**

## ABSTRACT

Teacher performance is a parameter for school success, and one of the instruments attached is discipline. Logically, disciplined behavior indicates measurable action on a task. Where teachers make rules as work standards, so that everything has a clear basis, strength, and purpose. In the end, discipline can direct teachers to be able to carry out their duties properly and correctly, and be oriented to satisfying results. This study aims to describe and analyze performance improvement based on discipline aspects. The research principle used is quantitative with associative methods. The analysis technique of the research results uses linear regression statistics with the stages of testing including; validity, reliability, classical assumptions, and hypothesis testing. The object of the research was conducted at SMP Muhammadiyah 29 Sawangan, Depok, and the sample of the research was 50 teachers. Research data obtained through the distribution of questionnaires. The results of the study explain, if the performance will increase significantly, if the teacher's discipline behavior increases. Even in the descriptive test, it is known that obedient and obedient attitudes to school rules and regulations are the dominant parameters for good work completion, and have implications for satisfactory results

**Keywords: Teacher, Performance, Discipline, School**

## I. INTRODUCTION

School is a place to study. A place where Human Resources (HR) are educated to be smart, forged to be strong, directed so as not to get lost, guided to succeed in achieving goals [1]. Because of the function of large schools, it is only natural that educational institutions prioritize quality. Namely institutions that are consistent in educating and correct in providing education.

In Law no. 20 of 2003 concerning the National Education System explicitly regulates how a quality education is implemented. Starting from school facilities, curriculum,



learning process, success parameters and so on. Educational institutions cannot run at will, they must follow the formulas and methods that have been determined by the state, so that the goal of education, namely creating quality human resources, can be achieved [2, 3].

Furthermore, educational institutions in an effort to provide quality must have reliable teaching staff. Reliable is a teacher who dedicates himself as a teaching staff, he loves students and teaches them, he cares for students and guides them, he is proud of students and educates them. He does not hesitate with all obstacles, he focuses on producing outstanding students (academic and social).

As an answer to this, a good teacher is a teacher who equips himself with all good things. He learns before he teaches, he acts before he speaks, he is an example in all aspects of life. One of the reflections of a good teacher is performance [4].

Performance in school means the teacher is smart. His intelligent form is seen in his logical, self-control, religious and moderate personal way of thinking. The classes he teaches are lively, the students excel and have good character, the personalities are luxurious. Of course this explanation is ideal for a teacher. The fact is that there is still much to improve [5].

In line with the explanation above, SMP Muhammadiyah 29 Sawangan is one of the educational institutions that has the aim of educating the nation's life through education, where this is stated in the vision and mission of the school. The vision of SMP Muhammadiyah 29 is "Excellent in the quality of graduates based on faith, piety, science and technology and to be the best towards a school with good character". One of the missions of SMP Muhammadiyah 29 is carrying out the development of human resources for educators and teaching staff, fostering student achievement. The strategy that is owned aims to realize good quality education. The success of this strategy depends on the performance of teachers in carrying out their duties, so that teacher performance becomes an important demand to achieve educational success.

SMP Muhammadiyah 29 realizes that there is still a lot of homework to be done. Moreover, the problem of teacher performance is also a school problem. Overall the teacher's performance is good. Good in the sense that the teachers have carried out their duties as stipulated in the SOP, which is to send students to pass 100% of the National Examination. So far, nothing has gone wrong, but the hope to become a better educational institution has not been achieved.

SMP Muhammadiyah 29 needs to pay attention to the teacher as a noble human being. Developing it and prospering it is the principle. One of the efforts is to optimize work discipline. Discipline in question is all disciplinary rules, whether quantitative or qualitative in nature or in the form of life or objects that have the potential to create work order. In other words, to develop teacher performance, one of them needs to build a disciplined personality, and to become disciplined one needs organizational support.

In many studies, for example, those conducted by Setiyaningsih [6] suggest that work discipline in the sense that it can affect performance is the birth of teacher awareness to provide examples of good behavior towards students. At this point, teacher discipline means the impact it has on students.

In the research of Sihombing [7] teacher work discipline has a direct effect on performance. That is, the existence of discipline instruments can give birth to obedience reactions that lead a teacher to work according to expectations. The same thing was



stated by Hartiwi, H., Kozlova, A. Y., & Masitoh [8] that work discipline is an effective way to encourage high-performing teachers, however, it should be supported by material incentives.

According to Fauzi, A., & Herminingsih [9] the word discipline means all things that can be used as a tool for someone to be disciplined, in general how many rules. However, in fact there are many types of discipline, such as the presence of leaders, leadership role models, environment, education level, disciplinary writing and so on. If an organization can take advantage of all the potential of existing disciplines, it will give birth to a culture of discipline. That is, at this stage a person himself is an instrument of discipline that can have a positive effect on others to be disciplined.

The same thing was stated by Hidayat [10], Romadhona [11], and Azainil, Komariyah, & Yan [12] work discipline for a teacher is not a mere obligation, but part of the process of educating students. Therefore, for the teaching profession the values of integrity such as discipline are one of the characters that must be attached. It aims to be born a civilized and knowledgeable generation. With science students can navigate life more easily and with etiquette students have a beautiful life.

## II. THEORY BASIS

Performance is a measure for an employee. It is said that the employee excels when he is able to show his performance, both shown from the results of work and work behavior. However, performance does not appear by itself, many possible factors can influence it, one of which is work discipline.

According to Syarif, Fitria, & Wahidy [13], suggests that work discipline is an attitude of willingness and willingness of a person to obey and obey the norms of the regulations that apply around him. The awareness of every employee to comply with all regulations in the company must arise from within each employee so that employees can do all their duties properly, not by coercion. Good discipline reflects a person's sense of responsibility towards the tasks assigned to him. This encourages work enthusiasm, morale and the realization of the goals of the company, employees and society.

Research conducted by Fahmi, Saluy, Safitri, Rivaldo, & Endri [14] teachers not only teach science, teachers are required to do more than just tell what is right and what is wrong, but far from that the teacher must provide examples and be an easy way to understand a science, then one of them is to be a disciplined person. For students, teachers who are on time are a reason for them not to be absent, teachers who value time are an inspiration for students to learn full of rules, teachers who are fair in placing everything are reasons for students to know their position and more impressively a disciplined teacher is the true instrument of disciplinary rules.

The effectiveness of a discipline is in its practice, by having disciplined teachers shows 90% of the discipline rules are implemented. Therefore, placing the teacher as an instrument of discipline is a luxury for school organizations. Not a few large educational institutions are successful because they are able to make appropriate disciplinary instruments to be implemented, and the first person who can do this is the teacher. In many studies it has been stated that the ladder of success is actually discipline and consistency is the handrail in every rung of the ladder.

In the research, Putra & Ahyani [15] stated that the main task of the teacher apart from delivering material is teaching discipline. Therefore, schools strive to develop



disciplinary rules in such a way, because they believe that to produce superior human resources is to apply discipline. Teguh & Susan [16] and Fudiyah & Harapan [17] assert that discipline is a rule and discipline is an attitude that does not directly contribute to success, but to succeed one must be disciplined.

Based on the description above, actually performance is often not associated with discipline. Generally it is hard work, but actually in every hard work there are binding rules and that is what accumulates the achievement of success. Discipline is more perceived in what an employee should do, and it is more likely to be a worker's ethics. It is inappropriate for him to act and behave at will in the organization. From here we come to understand that discipline is a social explanation in organizations.

Social nature is ethics and rules, therefore discipline is rarely directly linked to success, but everyone does not deny that discipline is one of the instruments of success. Especially in educational institutions, placing social institutions is a must because it is required to achieve goals. A teacher must be sensitive to institutional social values such as discipline, whose function is not only to regulate how to work but more precisely how he puts himself in the work and it is called the institutional social soul.

Andriyati, Ahmad, & Rochanah [18] and Nugraheni, et. al. [19] suggest that discipline has a significant effect on performance. The same thing was stated by Utari & Rasto [20] that performance can be explained by work discipline, and teachers generally have high performance teachers.

### **III. RESEARCH METHOD**

In this study, there are two variables owned by the object of research, namely work discipline (X) as the independent variable (Independent Variable) and teacher performance (Y) as the dependent variable (Dependent Variable). This research was conducted at SMP Muhammadiyah 29 Sawangan Depok.

The type of research used in this thesis is quantitative with a descriptive approach. Quantitative research is research on data collected and expressed in the form of numbers, although also in the form of qualitative data to support it, such as words or sentences arranged in questionnaires, consultation sentences or interviews between studies.

According to Lubis [21] Population is a generalization consisting of objects or subjects that have certain qualities and characteristics set by researchers to be studied and then drawn conclusions. In accordance with the research that the author took, namely the influence of motivation on the performance of employees of Muhammadiyah 29 Sawangan Depok Junior High School, the population that the author took was 50 employees who are still actively working at Muhammadiyah 29 Sawangan Depok Junior High School.

According to Lubis [21] the sample can be defined as part of the number and characteristics possessed by the population. Anggito & Setiawan [22] stated, sampling must be done very carefully, so that samples are obtained that can truly represent and can describe the actual state of the population.

The sampling technique used in this study is a census sampling technique or saturated sampling, ie the entire population is used as the research sample, due to the limitations of the existing population or the research wants to make generalizations with small errors Nurdin & Hartati [23]. The sample set by the author is 50 respondents.



Methods of data collection using a questionnaire with a Likert. According to Lubis [21], a questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer. The technique of distributing questionnaires (questionnaires) in this study was carried out by giving 10 questions related to the variable (x) and 10 questions related to the variable (y) to 50 employees of SMP Muhammadiyah 29 Sawangan Depok which were used as samples in this study.

The analysis method uses multiple linear regression analysis based on OLS or parametric. The analysis consists of data quality test (validity test and reliability test), classical assumption test, regression test and coefficient of determination test.

#### IV. RESULTS AND DISCUSSION

The distribution of the questionnaire shows a good description of the work discipline of teachers at SMP Muhammadiyah 29 Sawangan Depok with an average score of 4.00. This explains that teachers at SMP Muhammadiyah 29 Sawangan Depok have followed the applicable regulations, especially written rules. However, teachers do not fully understand and what things have the potential to give birth to discipline. Therefore, the majority of teachers are disciplined because they follow the existing rules, if there are none, they are considered non-binding (free). This means that teachers can determine the level of their respective disciplines.

In addition, the teachers described their performance as being in the good category with an average score of 4.11. In several statements the teachers understand the intended performance is; 1) carry out the task completely, and 2) strive for 100% of students to pass the National Examination. The rest of the teachers have not taken more action related to performance. The reason is that there are certain reasons that cannot be stated, possibly related to self-perception regarding the teaching profession. Considering that most teachers consider teaching as a job, not a profession.

**Table 1. Results**

Variable	Regression Coefficient	$t_{count}$	Significance	Conclusions
Work Discipline on Teacher Performance	0.703	8.002	0.000	$H_0$ accepted

Source: Research data, 2018

Based on the results obtained in the above calculation,  $t_{count} > t_{table}$  or  $t_{count}$  (8.002) more greater than  $t_{table}$  (2010) at a significant level of 5% or more is at the point of acceptance of  $H_a$ , thus  $H_0$  is <sub>rejected</sub> and  $H_a$  is <sub>accepted</sub>. So the regression coefficient value of 0.703 applies to the population. So, the hypothesis in this study was accepted, namely "There is a positive and significant influence between work discipline on teacher performance at SMP Muhammadiyah 29".

The findings above confirm that discipline has an important role in teacher performance, or it can also be understood that all disciplinary rules affect the way teachers work and work results. Therefore, maximizing disciplinary rules is the main key, but the follow-up is inherent supervision so that the existing disciplines run effectively. One of them is maximizing the role of the principal.





The principal is one of the embodiments of the school, of course in an institutional sense. So do not be surprised if the teachers will feel embarrassed if they arrive late while the principal is already standing in front of the school gate. Teachers feel ashamed when the principal reprimands, teachers are also ashamed if they do not carry out seriously when the principal supervises.

From this it is clear that the key to the effectiveness of discipline is the need for agency intervention. This means that through representatives such as school principals and foundation boards so that the implementation of disciplinary rules is measured. In addition, disciplinary participation will grow into a culture, which means discipline is not only a rule, but each individual teacher is an agent of discipline for students.

The explanation above is one of many disciplinary instruments. This means that schools need to be smart in utilizing their disciplined capital, both the rules themselves and other instruments, even if necessary to use incentives or bonuses as instruments of financial discipline. Of course discipline will be more interesting. This means that being disciplined becomes a lifestyle that must be owned because with it every individual will get a lot of goodness.

It is inseparable from the essence, basically work discipline can control, regulate and direct every teacher to do the right thing. The correct meaning is that it is in accordance with SOPs and institutional policies and is oriented towards achievement, namely producing intelligent and moral students.

## **V. CONCLUSIONS**

Based on the description of the research results above, it can be stated that; 1) work discipline is perceived as good. 2) teacher performance is perceived as good. 3) work discipline has a significant effect on performance. These findings suggest several findings including:

1. To improve discipline, the school must hold regular meetings as a medium for delivering all the rules and the vision and mission to be achieved, as well as including what attitudes or work behaviors are expected.
2. To be able to improve performance, the school must present principles, such as welfare, fairness, and openness.
3. To foster teacher discipline, the school and the teacher council coordinate with each other.

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