The Effect of Work Discipline and Motivation on Teacher Performance at SMP Darussalam Cimanggis-Ciputat

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Abstract: In the current era of globalization, the world of education in Indonesia must be able to improve the quality of education in order to produce quality human resources, so that they are able to compete with other countries. This is to ensure that the next generation of the nation has quality and reliable human resources. In improving human resources from the education sector, teachers have a big role in the educational process, for that management must be able to create situations that can encourage a sense of belonging, security, loyalty and the role of success and motivation can simply be formulated as a condition or action. which encourages someone to do a job or activity as much as possible for employees to do and produce. The role of motivation is to intensify these desires and desires, therefore it can be concluded that efforts to increase morale and how much work discipline influences the performance of teachers at SMP Darussalam Cimanggis-Ciputat and find out how much influence motivation has on teacher performance at SMP Darussalam Cimanggis-Ciputat How big is the influence of work discipline and motivation on teacher performance at SMP Darussalam Cimanggis-Ciputat, there are ups and downs in teacher performance at SMP Darussalam Cimanggis-Ciputat. This can be assessed from the results of the teacher's performance assessment on the acquisition of the final score.
Keywords: Effect of Discipline, Work and Motivation, Teacher Performance, Education

INTRODUCTION

In the current era of globalization, the world of education in Indonesia must be able to improve the quality of education in order to produce quality human resources, so that they are able to compete with other countries. This is to ensure that the next generation of the nation has quality and reliable human resources. In improving human resources from the education sector, teachers have a big role in the educational process, for that management must be able to create situations that can encourage a sense of belonging, security, loyalty and a successful role in the teacher which can create a sense of connection and develop optimal work ethic.

The Indonesian government does not stop carrying out various activities and providing supporting facilities. Human resources are a very important factor in an organization, both large and small organizations. The teacher is the spearhead of learning in junior high school,

the main task of the teacher is as an educator, teacher, mentor, trainer, assessor and evaluator of students in accordance with learning objectives, so it is not an exaggeration to say that the future of society, nation and state is largely determined by the teacher.

That "discipline is a person's awareness and willingness to obey all company regulations and applicable social norms". This also happened to several teachers at SMP Darussalam Cimanggis-Ciputat. from the point of view of discipline in reality there are teachers who are still lacking discipline. There needs to be self-improvement and increased discipline for teachers at Darussalam Middle School in order to achieve the goal of a teacher to teach, educate and educate the nation's children.Understanding Management is "Employment management is very important for companies in managing, regulating, and utilizing employees so that they can function productively to achieve company goals". While the other opinion is the understanding "Management is a process of planning, organizing, implementing, and controlling actions that are used both knowledge and expertise in the context of achieving organizational goals that have been set". From some of the opinions mentioned above, it can be concluded that management is a process of planning, organizing, implementing and supervising activities within the organization that have been planned efficiently to achieve the goals that have been set. Malayu S.P Hasibuan argues that "discipline is awareness and something related to all company regulations and applicable social norms". This also happened to several teachers at SMP Darussalam Cimanggis-Ciputat. from the point of view of discipline in reality there are teachers who are still lacking discipline. There is a need for self-improvement and increased discipline in teachers at Darussalam Middle School in order to achieve the goal of a teacher to teach, educate and educate the nation's children.

Tabel 1.Teacher Attendance Data for Middle School Darussalam Cimanggis-Ciputat Tahun 2018

No	Month	Total number of teachers	Attendance			Total
			Sakit	**Izin**	**Alfa**	
1	January	42	1	0	1	2
2	February	42	2	1	0	3
3	March	42	0	3	0	3
4	April	42	1	0	3	4
5	May	42	3	1	2	6
6	Juny	42	1	2	1	4
7	July	42	0	0	0	0
8	Agustus	42	1	0	0	1
9	September	42	0	2	1	3
10	Oktober	42	1	2	2	5
11	November	42	2	2	0	4
12	Desember	42	1	1	1	3
Total Absentee Employees			**13**	**14**	**11**	**38**

Source : research data 2022

Based on the table above, it can be concluded that there are still many absenteeism rates by teachers at SMP Darussalam Cimanggis-Ciputat. In January the number of absenteeism carried out was 2 with a description of 1 sick teacher and 1 alpha teacher, in February the number of absenteeism carried out was 3 with a description of 2 sick teachers and 1 permit, in March 3 with 3 permits, in April as many as 4 with information 1 sick and 3 alpha, in May as many as 6 with information 3 sick, 1 permission and 2 alpha, in June as

many as 4 with information 1 sick, 2 permission and 1 alpha, in August as many as 1 with information 1 sick, in September as many as 3 with 2 statements of permission, and 1 alpha, in October as many as 5 with statements of 1 sick, 2 permits, and 2 alpha, in November 4 with statements of 2 sick, 2 permits, in December as many as 3 with a description of 1 sick, 1 permission, 1 alpha. So the best attendance value is only done in July and the highest attendance value is in May 2020. The financial motivation given, allegedly shows that there is still a lack of motivational means given to teaching teachers. Motivation is no less important to get attention because it is basically an encouragement from within and from outside a person to do his or her tasks. Because if a person works, and from that work his needs will be fulfilled, he will be enthusiastic about working.Then the performance can be referred to as the work or work performance shown by the teacher. According to Hasibuan (2017: 195) Basically, there are many indicators that affect the level of discipline of a teacher. The role of motivation is to intensify these desires and desires, therefore it can be concluded that efforts to increase one's morale will always be related to efforts to motivate so that to carry out good motivation it is necessary to know human needs.

Motivation can simply be formulated as a condition or action that encourages someone to do a job or activity as much as possible for employees to do and produce. The role of motivation is to intensify these desires and desires, therefore it can be concluded that efforts to increase one's morale will always be related to efforts to motivate so that to carry out good motivation it is necessary to know human needs. The financial motivation given, allegedly shows that there is still a lack of motivational means given to teaching teachers. Motivation is no less important to get attention because it is basically an encouragement from within and from outside a person to do his or her tasks. Because if a person works, and from that work his needs will be fulfilled, he will be enthusiastic about working.

METHODS

This type of research is a quantitative descriptive approach, according to Sugiyono (2017: 44), namely "Research that aims to determine the effect or relationship between two or more variables". Thus, this associative research can build a theory that serves to explain, predict and control a symptom. According to Sugiyono (2017:13) argues "The place of research is a scientific target to obtain data with certain goals and uses about something objective". This research was conducted at Darusalam Middle School on Jalan Otista Raya No.36 Cimanggis-Ciputat.

Time This research was carried out for 5 (five) months starting from July to December. The research was carried out in stages adjusted to the level of the author's needs, starting with preliminary preparation in the form of writing a research title proposal, seminar on thesis title proposals, refinement of proposal materials, making research instruments, collecting primary and secondary data, processing data that had been obtained by the authors and compiling.

Independent or Independent Variables (X1 and X2)

According to Sugiyono (2017:33) "The independent variable is the variable that affects the dependent variable (dependent)". The independent variable is a stimulus variable or a variable that can affect other variables. The independent variable is the variable that is measured or chosen by the researcher to determine its relationship with an observed symptom. The independent variables studied in this study include:

a. **Work Discipline (X1)**

Discipline is a person's awareness and willingness to obey all applicable rules and regulations. Good employee discipline can reflect how much responsibility an employee has for his work. Malay S.P Hasibuan (2015:34). The indicators used include: 1) goals and abilities, 2) exemplary leadership, 3) remuneration, 4) justice, 5) inherent supervision, 6) sanctions/punishments, 7) firmness.

b. **Motivation (X2)**

Motivation comes from the Latin word movere which means to encourage or move. Motivation in management is only aimed at human resources in general and subordinates in particular. Abraham Maslow (2016:148-149). The indicators used

include: 1) physiological needs, 2) security needs, 3) social needs, 4) esteem 5) self-actualization

c.   Dependent or Bound Variable (Y)

Teacher performance is a measure of the work or performance of a person with the input process as input and output as the output which is an indicator of teacher performance in determining how to achieve high teacher performance in an organization. Wibowo (2014: 86). The indicators used include: 1) objectives, 2) standards, 3) feedback, 4) tools and facilities, 5) competence, 6) motives, 7) opportunities.

Table 2. Operational Research Variables

Variabel	Indicator	Questionnaire Number	Skala
Work Discipline (X$_1$)	1. Goals and Abilities	1, 2	*Likert*
	2. Exemplary Leadership	3, 4	
	3. Remuneration	5,6	
Sumber:	4. Justice	7	
Malayu S.P	5. Supervision attached	8	
Hasibuan	6. Sanctions and Punishments	9	
(2015:34)	7. Firmness	10	
Work motivation (X$_2$)	1. Physiological Needs	1, 2	
	2. Safety Needs	3, 4	
	3. Social Needs	5, 6	*Likert*
Sumber:	4. Awards	7, 8	
Abraham Maslow	5. Self-Actualization	9, 10	
(2016:148-149)			
Kinerja (Y)	1. goals	1, 2	
	2. Standard	3, 4	
Sumber:	3. feedback	5, 6	
Wibowo (2014:86)	4. Tools or means	7	
	5.Kompetensi	8	*Likert*
	6.motif	9	
	7. opportunity	10	

Source : search data 2022

Descriptive Understanding

Descriptive discussion is carried out with the aim of discussing the condition of the object of research based on a set questionnaire. From the results of this discussion, it is hoped that it will be known which indicators should be improved so that the condition of the variables also becomes better and those that are already good are improved.

Quantitative Discussion

The verification discussion carried out at this stage aims to discuss the influence and significance of each independent variable on the dependent variable either partially or simultaneously.

RESULT AND DISCUSSION

Darussalam Middle School Cimanggis-Ciputat is a school located on Jalan Otista Raya, No. 36 Cimanggis-Ciputat with the ownership of a foundation named Haji Salman Faris, S.E. This school was founded in 1982, over time this school changed its name to YPI Darussalam besides Haji Salman at first became general secretary of the foundation who had a strong determination he dared to establish Darussalam Middle School in 1985 from here the development and progress of YPI Darussalam began In the early days of the establishment of the YPI Darussalam school, in 1985 there were only 52 students in this foundation.

Over time this school began to be widely known among the surrounding community so that it could attract people's interest to study at YPI Darussalam. from year to year YPI Darussalam foundation has increased the number of students. Currently in 2020 the number

of students at this foundation reaches 2235 students. The government through the Ministry of Religion borrowed the building to be used for teaching and learning activities from 1974 to 1982 so that 3 years later the owner of the Darussalam foundation opened a junior high school.

From year to year YPI Darussalam is growing rapidly. Armed with an educational background from STKIP. Haji Samlan struggled to improve the quality of education. Quality becomes a fixed price, with many competitors in the world of education today, especially in South Tangerang YPI Darussalam has made brilliant achievements in the world of sports. It is proven that every year 2 Darussalam students are sent to the International Championship in Uruguay 2007 and 2006 in Switzerland.

From here, Darussalam school became a school that supplies athletes. Not only that, extra-curricular sports have become a bigger portion, starting from volleyball and soccer. Since 2010 YPI Darussalam has been in touch with HIK through an initial financing of Rp.600,000. Currently in the process of submitting Rp. 2 billion whose plans are to develop the Darussalam Economic and Business College whose land and buildings are already standing in Pamulang.

Instrument Reliability Test

Reliability testing is intended to test a questionnaire is reliable or reliable or not. According to Ghozali "Reliability Test is a tool to measure a questionnaire which is an indicator of a variable or construct. Instrument reliability refers to how consistent an instrument is in making measurements. The main idea in the concept of reliability is the extent to which which the results of a measurement can be trusted. Reliability comes from the word "reliability" which has the same meaning as the term consistency (stability or consistency) and can be trusted (dependability). The word reliability is a noun, while its adjective is "reliable". A reliable instrument is an instrument which, if used in research activities with the same subject, it will show the same results, even though the implementation is in time and condition different. A questionnaire is said to be reliable or reliable if a person's answer to the statement is consistent or stable from time to time. The criteria or provisions in deciding whether the statement is reliable or not, are as follows:
a. If the Cronbatch Alpha value > 0.60, then the instrument is reliable.
b. If the Cronbatch Alpha value < 0.60, then the instrument is not reliable.

The results of the reliability test in this study were carried out using the Statistical Package for Social Science (SPSS) for window Version 25 software, the results were as follows:

Table 3. Independent and Dependent Variable Reliability Test Results

Variabel	Cronbatch Alpha	Standar Cronbatch Alpha	Keputusan
Disiplin kerja (X_1)	0.807	0.600	Reliabel
Motivasi (X_2)	0.761	0.600	Reliabel
Kinerja Guru (Y)	0.724	0.600	Reliabel

Source : research data 2022

Based on the test results in the table above, it shows that the variables of work discipline (X1), motivation (X2) and teacher performance (Y) are declared reliable, this is evidenced by each variable having a Chronbath Alpha value greater than 0.600.

Classical Assumption Test (Data Prerequisite Test)

The classical assumption test is used to determine the accuracy of the data, or the significance of the relationship between the independent variable and the dependent variable so that the analysis results can be interpreted more accurately, efficiently, and avoid weaknesses that occur because there are still symptoms of classical assumptions or whether the data is feasible or not. which is used is continued as research data. The test was carried out using the SPSS Version 25 program. In this study, the classical assumption

test consisted of normality test, multicollinearity test, autocorrelation test, and heteroscedasticity test.

Normality test was conducted to test whether in the regression model, the dependent variable and the independent variable were normally distributed or not normally distributed. A good regression model is a normal or close to normal data distribution or a normality test to ensure the assumption that the equation is normally distributed is carried out through a measuring instrument approach for calculating the independent variable residual (Y). Normality test in this study using the Kolmogorov-Smirnov Test with the terms of significancy > 0.050. The results of the normality test with Kolmogorov-Smirnov are as follows:

Table 4. Normality Test Results With Kolmogorov-Smirnov Test

Tests of Normality						
	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Kinerja Guru (Y)	.131	42	.066	.962	42	.176

a. Lilliefors Significance Correction

Source : research data 2022

Based on the test results in the table above, the significance value of = 0.080 is obtained where the value is greater than the value of = 0.050 or (0.080 > 0.050). Thus, the assumption of the distribution of equations in this test is normal.The normality test is also carried out using a probability plot graph where variable residuals can be detected by looking at the spread of the residual points following the direction of the diagonal line, and this is in accordance with the results of the distribution diagram processed with SPSS Version 25 as shown below:
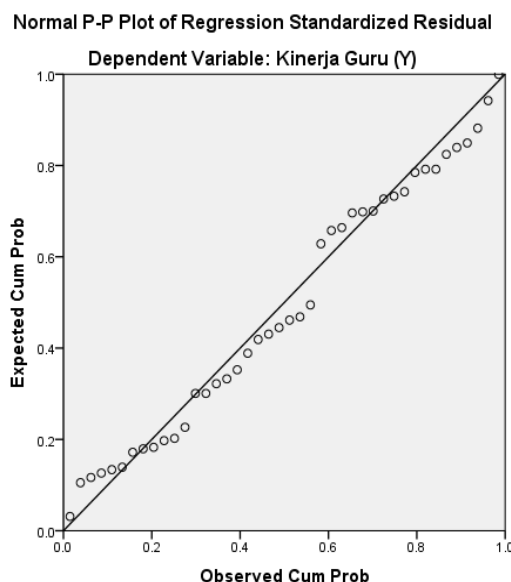
Source: Primary data processed through spss version 25
Figure 1. P-P Normality Test Plot – Residual Point Spread Diagram

In the picture above, it can be seen that the normal probability plot graph shows a normal graph pattern. This can be seen from the points that spread around the diagonal line and the spread follows the diagonal line. Therefore, it can be concluded that the regression model meets the assumption of normality.

The multicollinearity test was carried out to ensure that the independent variables did not have multicollinearity or did not have a correlation between the independent variables. A good regression model should not have a correlation between the independent variables.

This test can be done by looking at the Tolerance Value and Variance Inflation Factor (VIF). The prerequisites are as follows:

- If the VIF value > 10 and the tolerance value > 1 then multicollinearity symptoms occur
- If the value of VIF < 10 and the value of tolerance value < 1 then no multicollinearity occurs.

Based on the results of the multicollinearity test in the table above, the tolerance value of each independent variable is obtained, namely work discipline of 0.792 and motivation of 0.792, where both values are less than 1, and the Variance Inflation Factor (VIF) value of work discipline variable is 1.263 and motivation is 1.263. 1,263 where the value is less than 10. Thus, this regression model does not have multicollinearity.

The verification discussion is intended to discuss the influence and significance as well as, the discussion of the relationship between supporting theories that are aligned with the results of data processing.

a. **The Effect of Work Discipline (X1) on Teacher Performance (Y).**

Based on the results of the analysis, the value of the regression equation Y = 16,410 + 0.601X1, the correlation coefficient of 0.711 means that the two variables have a strong relationship level. The value of determination or the contribution of work discipline (X1) on teacher performance (Y) is 0.505 or 50.5% while the remaining 49.5% is influenced by other factors. Hypothesis testing obtained t count > t table or (6.390 > 2.021), this is reinforced by probability significancy 0.000 <0.05, thus H0 is rejected and H1 is accepted meaning that there is a partially significant effect between work discipline on teacher performance in SMP Darussalam Cimanggis-Ciputat.

b. **The Effect of Motivation (X2) on Teacher Performance (Y)**

Based on the statistical results, the value of the regression equation Y = 18.901 + 0.541X2, the correlation coefficient of 0.592 means that the two variables have a strong relationship level. The value of determination or the contribution of the influence of motivation (X2) on teacher performance (Y) is 0.592 or 35.1% while the remaining 64.9% is influenced by other factors. Hypothesis testing is obtained by the value of t arithmetic > t table or (4.646 > 2.021), this is reinforced by the probability significancy 0.000 <0.05, thus H0 is rejected and H2 is accepted meaning that there is a partially significant effect between motivation on teacher performance at SMP Darussalam Cimanggis-Ciputat.

c. **The Effect of Work Discipline (X1) and Motivation (X2) Simultaneously on Teacher Performance (Y).**

Based on the results of the study, it showed that work discipline (X1) and motivation (X2) had a positive effect on teacher performance with the regression equation Y = 9.636 + 0.471X1 + 0.309X2. The value of the correlation coefficient or the level of relationship between the independent variable and the dependent variable was obtained at 0.596, meaning that it has a strong relationship. The value of the coefficient of determination or contribution of influence simultaneously is 59.6% while the remaining 470.4% is influenced by other factors. Hypothesis testing is obtained by the calculated F value > Ftable or (28.737 > 2.850), this is also strengthened by the probability significancy 0.000 <0.05. Thus H0 is rejected and H3 is accepted. This means that there is a simultaneous significant influence between work discipline and motivation on teacher performance at SMP Darussalam Cimanggis-Ciputat.

CONCLUSIONS

Work discipline has a positive and significant effect on teacher performance with a correlation value of 0.711 meaning it has a strong influence. The contribution of work discipline (X1) to performance (Y) is 50.5% while the other side is 49.5% influenced by other parties. This shows that increased work discipline will improve teacher performance. Hypothesis test obtained t count > t table or (6.390 > 2.021), this is reinforced by probability signicancy 0.000 <0.05, thus Ho is rejected and H1 is accepted meaning that there is a positive and partially significant effect between work discipline on teacher performance at school SMP Darussalam Cimanggis-Ciputat.

Motivation has a positive and significant effect on teacher performance with a correlation value of 0.592 which means it has a strong influence. The contribution of the influence of motivation (X1) on performance (Y) is 35.1% while the other side is 64.9% influenced by other parties. This shows that increased motivation will improve teacher performance. Hypothesis test obtained t count > t table or (4.646 > 2.021), this is reinforced by probability signicancy 0.000 <0.05, thus Ho is rejected and H2 is accepted meaning that there is a positive and partially significant effect between motivation on teacher performance in junior high schools Darussalam Cimanggis-Ciputat.

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