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by Silvia Sofyan

Submission date: 12-Jun-2024 01:57PM (UTC+0700)

Submission ID: 2400956749

File name: IJMER_VOL_3_NO._2_agustus_2024_hal_95-102.pdf (669.9K)

Word count: 3127

Character count: 16555

The Influence Of Job Satisfaction And Work Motivation On Teacher Performance At Public Senior High School 9 Medan

Silvia Sofyan¹, Ferry Hidayat², Robin Robin³, Dina Wulandari⁴

¹⁻⁴Sekolah Tinggi Manajemen Bisnis Multi Sarana Manajemen Administrasi
dan Rekayasa Teknologi

Korespondensi penulis: robinzheng84@gmail.com, dinaw6126@gmail.com

Abstract. The research carried out identified the influence between independent (free) variables and dependent (bound) variables, where the independent (free) variables were job satisfaction (X1) and work motivation (X2) and the dependent (bound) variable was teacher performance (Y). The research results show that partially job satisfaction and work motivation have a partial positive and significant influence on teacher performance at Public Senior High School 9 Medan schools. Furthermore, simultaneously job satisfaction and work motivation have a significant influence on teacher performance at Public Senior High School 9 Medan. The advice that can be given in this research is that all teachers at Public Senior High School 9 Medan must work well, and get motivation from the senior teachers there so that they can work better.

Keywords: Job satisfaction, work motivation, teacher performance

INTRODUCTION

In the current era of globalization, education has become very important. Education has a very significant role and is the main support in preparing human resources. Quality human resources can be created through educational institutions as providers of formal education. Education is a planned and conscious effort to create an atmosphere of learning and the strength of religious knowledge, self-control, intelligence, personality and noble morals and skills that are needed by oneself, the nation's community and the state (Widayati et al., 2020).

Education has a very strategic role in producing quality resources. Education with its various programs has an important role in the process of obtaining and improving the quality of individual professional abilities. Through education, a person is prepared to have the provisions to be ready to know, recognize and develop methods of thinking systematically in order to be able to solve a problem. In efforts to achieve educational goals in schools, the role of human resources is very necessary, so the presence of teachers who have high performance is needed, so that the teaching process can be achieved in accordance with the expected goals.

The demand for maximum teacher performance is inversely proportional to the existing reality. The large number of teachers who have low performance even though they have received professional allowances shows that there is a gap between teacher performance demands and the real situation. Many factors influence teacher performance, including work motivation, work discipline, skills possessed, teacher personality, work environment, job satisfaction and others.

Received May 11, 2024; Accepted June 12, 2024; Published August 31, 2024

*Robin Robin, robinzheng84@gmail.com

Based on initial observations that researchers made regarding the performance of teachers at Public Senior High School 9 Medan, teachers in the learning process in class did not explain the content of the learning material but only gave assignments to students to summarize the contents of printed books, apart from that, some of the teachers were young teachers who had just graduated from college. so he doesn't have teaching experience which can be seen from the teacher's nervousness when dealing with students. Teachers do not have emotional intelligence in managing the class so they often scold students when they are noisy.

One of the factors that influences teacher performance is job satisfaction. Job satisfaction is an affective and emotional response to various aspects or aspects of a person's work so that job satisfaction is not a single concept. A person can be relatively satisfied with one job and dissatisfied with one or more other aspects. Job satisfaction is the (positive) attitude of workers towards their work, which arises based on an assessment of the work situation. This assessment can be carried out on one of the jobs, the assessment is carried out as a sense of appreciation for achieving one of the important values in the job. Satisfied employees like their work situation more than they dislike it (Wibowo, 2003).

Teacher job satisfaction is a pleasant inner atmosphere in carrying out work. If the work is carried out happily and happily, good results will be achieved, which in the end will carry out the task as expected. Likewise, teacher management must be arranged in such a way that teaching and learning activities run smoothly, teachers feel happy, enthusiastic and comfortable in teaching. So the quality of teaching and learning is greatly influenced by the quality of the teacher. Therefore, efforts to improve teachers' abilities in carrying out the teaching and learning process need to continuously receive attention from those in charge of the education system, where this improvement will be more successful if carried out by teachers with their own abilities and efforts from the application of their enjoyment of the task at hand (Totween Helniha, 2020).

Based on the results of the researcher's observations, the researcher assesses overall that the aspects that influence teacher job satisfaction at Public Senior High School 9 MEDAN are dissatisfaction with school policies, dissatisfaction with the honorarium or salary received, disharmony in the relationship between honorary teachers and teachers who have civil servant status, opportunities to become an ASN and working conditions that still do not provide comfort for teachers, causing less job satisfaction.

Another factor that influences teacher performance is work motivation. Work motivation does not only take the form of economic interests, but usually also takes the form of a psychological need to do work more actively. According to Dimiyati (2015) "motivation is a mental impulse that moves and directs human behavior". Motivation is often said to be the key to work creativity. Work creativity can be increased with high work motivation, knowledge and skills in carrying out tasks and positive roles that a person has. Apart from that, there is also the problem of lack of work motivation by the teachers there, because their lack of motivation can cause teachers to be lazy about teaching, and not have the goal of truly imparting knowledge to their students. Performance can be influenced by several things, including work competence, work motivation, work discipline, work conflict, intellectual intelligence and emotional intelligence.

Based on the results of the researcher's observations, the researcher found that the cause of the decline in teacher work motivation at Public Senior High School 9 MEDAN was caused by the teacher's large responsibility in carrying out teaching in class but not following the appropriate abilities and the burden of other obligations. outside of teaching causes a decrease in teacher motivation, and a lack of support from senior teachers there. From this description, researchers are interested in conducting a deeper study of teacher performance at Public Senior High School 9 Medan with the title "The influence of job satisfaction and work motivation on teacher performance at Public Senior High School 9"

RESEARCH METHODS

The type of research used in this research is quantitative research with survey research methods. Furthermore, the population in this study was all teachers at Public Senior High School 9 Medan, totaling 40 teachers. One of the steps taken in the research was to determine the object to be studied and the size of the existing population based on a formula, so the samples taken in this study were 40 people.

RESULT AND DISCUSSION

Table 1 Validity Test of Job Satisfaction Variables

No	T _{cal}	R _{table}	Results
1	0.595	0.312	Valid
2	0.739	0.312	Valid
3	0.763	0.312	Valid
4	0.783	0.312	Valid
5	0.642	0.312	Valid
6	0.714	0.312	Valid

Source: SPSS (2024)

Based on table 1 above, it can be seen that all variable statements Job satisfaction is valid with all statements worth more than 0.312.

Table 2 Validity Test of Motivational Variables

No	Total	Table	Results
1	0.675	0.312	Valid
2	0.785	0.312	Valid
3	0.787	0.312	Valid
4	0.592	0.312	Valid
5	0.733	0.312	Valid
6	0.733	0.312	Valid

Source: SPSS (2024)

Based on table 2 above, it can be seen that all motivation variable statements are valid with all statements having a value of more than 0.312.

Table 3 Validity Test of Performance Variables

No	Total	Rtable	Results
1	0.586	0.312	Valid
2	0.809	0.312	Valid
3	0.541	0.312	Valid
4	0.789	0.312	Valid
5	0.508	0.312	Valid

Source: SPSS (2024)

Table 4 Variable Reliability Test

No	Variable	Cronbach Alpha	Results
1	Job satisfaction	0.794	Reliabel
2	Motivation	0.812	Reliabel
3	Performance	0.651	Reliabel

Source: SPSS (2024)

Based on table 4 above, it was found that the value of Cronbach's Alpha is greater than 0.6, then all variables are declared reliable.

Table 5 Multiple Regression Analysis Results Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1	(Constant)	1.985	3.598	.552	.584
	Job satisfaction	.436	.118	.490	.622
	Motivation	.285	.091	.415	.683

a. Dependent Variable: Performance

Source: SPSS (2024)

Calculation of multiple linear regression analysis below.

$$Y = 1.985 + 0.436 X_1 + 0.285 X_2$$

An explanation of these calculations is below :

1. Constant (a) is 1.985. This means that if job satisfaction and motivation are constant then the performance variable will be 1.985.
2. The regression coefficient (b) is 0.436. This shows that for every 1 unit increase in job satisfaction, the performance variable will increase by 0.436.

3. Regression coefficient (b) is 0.285. This shows that for every 1 unit increase in motivation, the performance variable will increase by 0.285.

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.985	3.598		.552	.584
Job satisfaction	.436	.118	.490	3.692	.001
Motivation	.285	.091	.415	3.126	.003

a. Dependent Variable: Kinerja

Sumber: SPSS (2024)

Calculation of t table below $t_{table} = t(\alpha / 2 ; n - k - 1)$

$$t_{table} = t(0,025 ; 40 - 3 - 1) = 2.024$$

Based on table 5. above, it shows the results of the partial significant test (t-test) for the independent variables. Below is the statement: The job satisfaction variable with $t_{count} > t_{table}$ ($3.692 > 2.024$) and a significance value of $0.001 < 0.05$ shows the results of a positive and significant influence on teacher performance at Public Senior High School 9. This means that H1 is accepted. Therefore, organizational commitment partially influences teacher performance at Public Senior High School 9. Motivation variable with $t_{count} > t_{table}$ ($3.126 > 2.024$) and significance value $0.003 < 0.05$, then the results show a positive and significant influence on teacher performance at Public Senior High School 9. This means that H2 is accepted. Therefore, motivation partially influences teacher performance at Public Senior High School 9.

Table 6 Simultaneous Test Results

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	86.400	2	43.200	10.379	.000b
	Residual	154.000	37	4.162		
	Total	240.400	39			

By determining a sample of 40 respondents, the F value can be seen with a probability of 0.05. Then the value can be determined by comparing $F_{count} 10,379 > F_{table}$ which is 3.24. So it can be concluded that the job satisfaction and motivation variables tested in this test show positive results and simultaneously influence teacher performance at Public Senior High School 9.

The Effect of Job Satisfaction on Performance

Job satisfaction has a positive and significant effect on teacher performance at Public Senior High School 9. This is proven by partial testing with $t_{count} > t_{table}$ ($3.692 > 2.024$) and the significance value is $0.001 < 0.05$ so this means that H1 is accepted. This shows that high job satisfaction in carrying out work as a teacher at Public Senior High School 9 will

have an impact on improving teacher performance and making teachers able to work better in achieving the expected targets. The results of this research are also in accordance with research by (Harefa, 2020), that there is a significant relationship between science teachers' work motivation and discipline, then there is a significant relationship between work motivation and teacher work performance. This result is also in accordance with the theory of (Wibowo, 2003), which states that job satisfaction is an affective and emotional response to various aspects or aspects of a person's work so that job satisfaction is not a single concept. A person can be relatively satisfied with one job and dissatisfied with one or more other aspects.

The Effect of Motivation on Performance

Motivation has a positive and significant effect on teacher performance at Public Senior High School 9. This is proven by partial testing with $t_{count} > t_{table}$ ($3.692 > 2.024$) and the significance value is $0.001 < 0.05$ so this means that H1 is accepted. This shows that high motivation in carrying out work as a teacher at Public Senior High School 9 will have an impact on improving teacher performance and make teachers have better enthusiasm in carrying out their duties and responsibilities in educating students at Public Senior High School 9. The results of this research are also in accordance with research by (Lily, 2021), that influence significant and meaningful job satisfaction and work motivation together on the performance of state Islamic religious school teachers in the city of Gunung Sitoli, meaning that the better the teacher's job satisfaction, the better the teacher's performance. This result is also supported by theory (Agus, 2023), motivation cannot be observed directly, but can be interpreted in behavior, in the form of stimulation, encouragement, or generating energy for the emergence of a behavior.

The Effect of Job Satisfaction and Motivation on Performance

Job satisfaction and motivation together have a positive and significant effect on teacher performance at Public Senior High School 9. This is proven by simultaneous testing with $F_{count} 10.379 > F_{table} 3.24$ so this means H3 is accepted. These results show that job satisfaction and motivation also interact and influence each other. Teacher performance with high job satisfaction will make teachers provide maximum teaching to students according to the knowledge they have. Thus, good work motivation will trigger enthusiasm in teaching material to students according to the experience and knowledge they have.

The results of the coefficient of determination show a percentage of 32.5%, indicating that job satisfaction and motivation influence the performance of the remaining 32.5%. 67.5% of these factors are influenced by other factors such as compensation, discipline and incentives. The results of this research are also in accordance with previous research by

(Herodia, 2020), the research results show that there is a positive influence of teacher training on the performance of Ambon 2 High School teachers. Research by (Lily, 2021), that influence which is significant and means job satisfaction and work motivation together on the performance of madrasah ibtidaiyah teachers.

CONCLUSION

1. Job satisfaction has a partially positive and significant effect on teacher performance at Public Senior High School 9 Medan.
2. Motivation has a partially positive and significant effect on teacher performance at Public Senior High School 9 Medan.
3. Job satisfaction and motivation simultaneously have a positive and significant effect on teacher performance at Public Senior High School 9 Medan

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