



Work Motivation and Work Discipline on the Performance of Educators

Susi Yuliastanty*, Stepanina Stepanina

Faculty of Economics, Universitas Ekasakti Padang
Email: susysylqui@gmail.com

Abstract

The aim of the study was to determine the influence of work motivation and work discipline on the performance of teaching staff at SMA Negeri 1 South Siberut, Mentawai Regency. Data collection methods are Field Research and Library Research. Types and sources of data are primary data and secondary data. The population of this study were all teaching staff at State Senior High School 1 Siberut Selatan, Mentawai Regency, both with PNS status and a sample of 37 people. The analytical method uses multiple linear regression analysis. The results of the study are: (1) Work motivation partially has a significant effect on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency. (2) Work discipline partially has a significant effect on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency. (3) Work motivation and work discipline have a significant effect on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency.

Keywords: motivation, discipline; performance; educators

1. Introduction

Education is a form of need that must be met in life for the gap of life in the future which is very much needed. Education is needed by humans from an early age to old age. Without the education they carry, humans will find it difficult to carry out life when they are faced with problems that are formal and structured (Nartiningrum & Nugroho, 2020). As we all realize that education plays an important role in efforts to realize the quality of human resources. Improving the quality of human resources is a process that cannot be separated from the process of improving educational services by educators (Yansyah, 2022). Government Regulation of the Republic of Indonesia Number 94 of 2021 Concerning Civil Servants Discipline article (1) states that Civil Servants, hereinafter abbreviated as PNS, are Indonesian citizens who meet certain requirements, appointed as State Civil Apparatus Employees on a permanent basis by Civil Service Development Officials to occupy government positions.

Public High School is a form of educational unit organized to prepare students to be able to develop their knowledge higher. In principle, public high schools are to prepare quality graduates so that they can meet the needs of human resources in the future. To be able to

meet these needs, public high schools are required to have competent teachers. The performance of high school teaching staff, one of which can be seen from the results of the certification test through the portfolio. This certification can be given to educators at SMA Negeri 1 South Siberut Mentawai District. Of the 45 teaching staff, 50% have received teaching staff certification. Obtaining a certificate for teaching staff can be used to measure their performance, namely pedagogical competence, professional competence, social competence and personality competence (Pahrudin et al., 2016).

Permendiknas Republic of Indonesia No. 18 of 2007 explains that there are four competencies as professional educators namely pedagogic, professional, social and personality competencies. The competence of the teaching staff refers to the performance of the teaching staff. An educator must have special requirements, know the educational foundation for transforming information and lessons to students. Even so, educators are not the only source of information in the classroom, students must be given the opportunity to develop themselves. The main task of educators is no longer conveying knowledge but fostering understanding, guiding them to learn on their own (Höttecke & Allchin,

2020). The ability to self-invent and learn on your own is considered learnable.

Educators as professionals should have knowledge and experience in their field. Educators who have sufficient knowledge and experience in their field will be able to look ahead in increasing the development of the technical service unit (UPT). The performance of the teaching staff can be seen from the mastery of the teaching staff on the competencies they have as professionals. Many factors affect the performance of teaching staff, intrinsic factors include motivation, work discipline, education, abilities, skills and knowledge (Maryani et al., 2021); (Rasheed et al., 2016). The extrinsic factors are the work environment, leadership, work relationships. In addition, the factors that affect the performance of teaching staff are leadership style, work discipline, work motivation, competence and infrastructure received by employees in doing their jobs (Astuti et al., 2020); (Astuti et al., 2020). However, in this study, we will only look at the performance of educators who are influenced by work motivation and work discipline. According to the researchers, both of these factors influence the performance of teaching staff.

Every educational institution always wants to be able to achieve maximum goals, these goals can be achieved if the teacher's performance is good. For this reason, educational institutions try to provide motivation or encouragement to teachers to have good performance by providing awards, opportunities for achievement, more meaningful work, job security, and company policies (Marzuki, 2019). Behavior that arises in a person or subordinate within the framework of motivation as a management concept, is driven by a need. Thus, the need is the driving force (motivation) of a person to behave towards achieving goals. Some things that can arouse the work motivation of educators include decent wages, a pleasant working atmosphere, opportunities for development, the need for recognition, and the need for achievement.

Direct interviews conducted by researchers with Ms. Suwarseh Deputy Principal found problems regarding the work motivation of teaching staff where (1) the need for achievement is still low, this can be seen from the low competition between fellow teachers, (2) the need for power is still low, this can be seen from the teacher's low desire for power in institutions, (3) the teacher's low need for affiliation, this can be seen from the teacher's low desire to foster social relations with other people.

Another factor that affects the performance of teaching staff is also determined by high work discipline. Work discipline is an attitude of respect, respect, obedience and obedience to the regulations that apply both written and not, avoiding to accept any sanctions if he violates the duties and authority given to him (Razak et al.,

2018). Thus schools which in the teaching and learning process grow discipline, will function as forming individual values and norms, self-control, attitudes and responsibilities for educators. Lack of discipline in teaching staff in carrying out tasks, such as coming to school late, being indifferent to students results in low quality students.

Conditions in the field regarding the performance of teaching staff at SMA Negeri 1 Mentawai Regency show that there are several teaching staff who have a downward trend in terms of discipline, including educators who arrive late, their departure and return do not match the scheduled hours, often neglect assignments, and do not make lesson plans. If this is allowed to continue without any warning either directly or indirectly, it will affect the performance of these educators in the teaching and learning process. From the description above, it can be explained that if a school organization wants to seek to improve the performance of teaching staff, then one of the efforts that must be made is to uphold the work discipline of teaching staff. In enforcing discipline, the school principal is expected to be able to always create, uphold and maintain good discipline from members, so that the desired productivity is realized (Zulaiha et al., 2020). This depends on the attitude and effectiveness of leadership, in the sense that leaders must be able to grow, maintain and develop a conducive climate for the creation of disciplined organizational life. The problems in this study are focused on finding the influence of work motivation and work discipline on the performance of teaching staff at SMA Negeri 1 Siberut Selatan, Mentawai Regency.

2. Method

The research location is SMA N 1 Siberut Selatan which is located in an area far from noise, which is approximately 150 meters from the main road. Methods of data collection using field research, library research. Data collection techniques using questionnaires and observation. This type of research is quantitative research. The population of this study were all teaching staff at State Senior High School 1 Siberut Selatan, Mentawai Regency, both with PNS status, totaling 37 people. The sampling technique uses total sampling, so all members of the population are sampled. The data analysis technique uses classic assumption test, that consists of normality test, heteroskedasticity test, multicollinearity test and heteroskedasticity test. Analysis data use multiple regression analysis, the coefficient of determination. Hypothesis testing using the t-test and F test.

3. Result and Discussion

Result

The requirement to carry out the proposed model regression must pass the classical assumption test (Asteriou & Hall, 2021). The proposed model has

passed the classical assumption test, which consists of a teaching staff at SMA Negeri 1 Siberut Selatan, normality test, heteroscedasticity test and Mentawai Regency (Case Study of PNS Educators) are multicollinearity test. To observe the effect of work as follows: motivation and work discipline on the performance of

Table 1. Multiple Linear Regression Analysis Result

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	sig
	B	Std. Error			
(Constant)	14.362	1.461		9.827	.000
Motivasi	.303	.084	.249	3.585	.001
Disiplin	.732	.067	.755	10.87	.000

Source: Data processed by authors, 2023

Based on Table 1, a multiple linear regression equation can be made as follows:

$$Y = 14.362 + 0.303 X_1 + 0.732 X_2$$

From the equation above, several things can be interpreted, as follows:

- The constant is 14,362, meaning that if there is no work motivation and work discipline ($X_1=X_2=0$), the performance value of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency is a constant, namely 14,362 units.
- If there is an increase in work motivation by 1 unit, there will be an increase in the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency by 0.03.
- If there is an increase in work discipline by 1 unit, there will be an increase in the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency by 0.732 Coefficient Test of Determination

The coefficient of determination test is in table 2 below:

Table 2. Coefficient Determination Test Result

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.984 ^a	.967	.965	1.571

Source: Data processed by authors, 2023

Based on table 2, the value of the coefficient of determination on the performance of PNS educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency is indicated by an Adjust R Square value of 0.965, this means that the contribution of work motivation and work discipline is large towards the performance of PNS educators at SMA Negeri 1 Siberut Selatan Mentawai

District is 96.5% while the rest is influenced by other variables.

Based on table 1, a multiple linear regression equation can be made as follows:

- The regression coefficient of work motivation on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency, where t count is 3.585 and the value is (sig = 0.001 < 0.05). With df = 37 - 2 = 35 a table of 1,690 is obtained, from the results above it can be seen that t-statistic > t-table or 3,585 > 1,690. So work motivation partially has a significant effect on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency.
- The regression coefficient of work discipline on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency, where t count is 10,872 and the value is (sig = 0.000 < 0.05). With df = 37 - 2 = 35 a ttable of 1,690 is obtained, from the results above it can be seen that tcount > ttable or 10,872 > 1,690. So work discipline partially has a significant effect on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency.

The F test is in the Table.3 below:

Tabel 3. F-test Result

Model	Sum of Squares	df	F	Sig.
Regression	2487.139	2	504.024	.000 ^b
Residual	83.888	34		
Total	2571.027	36		

Source: Data processed by authors, 2023

Based on the F test, it is known that the calculated F value is 504,024 and the F table is seen using the formula (df=n-k-1) df= 37 - 2 - 1 = 34, then the F table value is 2.494, it can be seen that F count > F table, with a significance value of 0.000 (p < 0.05). This means that the variables of work motivation and work discipline have a significant effect on

the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency.

Discussion

Effect of Work Motivation on Performance

Based on the results of the study, it was found that the regression coefficient of work motivation on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency, where t count is 3,585 and the value is ($\text{sig} = 0.001 < 0.05$). With $df = 37 - 2 = 35$ a t table of 1,690 is obtained, from the results above it can be seen that t count $>$ t table or $3,585 > 1,690$. So work motivation partially has a significant effect on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency. This research is in line with previous research conducted by Nuriman (2021); (Sugiarti, 2023) and (Pangastuti et al., 2020). Having motivation will encourage them to actively complete various tasks according to their responsibilities. A motivated educator will have job satisfaction and high performance, and have a strong desire to succeed.

Effect of Work Discipline on Performance

Based on the results of the study, it was found that the regression coefficient of work discipline on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency, where t count is 10,872 and the value is ($\text{sig} = 0.000 < 0.05$). With $df = 37 - 2 = 35$ a t table of 1,690 is obtained, from the results above it can be seen that t count $>$ t table or $10,872 > 1,690$. So work discipline partially has a significant effect on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency. With good work discipline from educators such as arriving on time, carrying out work in accordance with what has been set by the organization, adhering to organizational regulations, it will be able to improve the performance of these educators so that the company's targets will be achieved. These results are in line with previous research conducted by Reynaldo et al. (2022); (Tupti & Arif, 2020) and (Angriani & Eliyana, 2020)

Effect of work motivation and work discipline on performance

Based on the F test, it is known that the calculated F value is 504,024 and the F table is seen using the formula ($df = n - k - 1$) $df = 37 - 2 - 1 = 34$, then the F table value is 2.494, it can be seen that F count $>$ F table, with a significance value of 0.000 ($p < 0.05$). This means that the variables of work motivation and work discipline have a significant effect on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency

4. Conclusion

The variable of work motivation partially has a significant effect on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency. The work discipline variable partially has a significant effect on the performance of civil servant educators at SMA Negeri

1 Siberut Selatan, Mentawai Regency. The variables of work motivation and work discipline have a significant effect on the performance of civil servant educators at SMA Negeri 1 Siberut Selatan, Mentawai Regency.

Based on the description and conclusions above, the researcher provides input as material for consideration for schools to take into account future policies. These inputs or suggestions are as follows:

1. For Educational Institutions
 - a. The results of this study show that work motivation influences performance, therefore educators should provide high motivation to each other.
 - b. The results of this study show that discipline has a significant effect on the performance of teaching staff at SMA N 1 Siberut Selatan and that the principal of SMA Negeri 1 Siberut Selatan should pay close attention and give sanctions to educators who are not disciplined at work.
 - c. The results of this study show that there is an influence on the performance of the teaching staff at SMA Negeri 1 Siberut Selatan and to further improve the performance of the teaching staff in completing the work given to the teaching staff and it is hoped that the principal will emphasize more on the teaching staff to be more disciplined in their work.
2. For Further Researchers
Can be used as additional literature for further researchers in examining teacher performance.

References

- Angriani, M. R., & Eliyana, A. (2020). The Effect of Work Discipline and Compensation on Employee Performance in the Government Office. *Systematic Reviews in Pharmacy*, 11(11).
- Asteriou, D., & Hall, S. G. (2021). *Applied econometrics*. Bloomsbury Publishing.
- Astuti, R. W., Fitria, H., & Rohana, R. (2020). The influence of leadership styles and work motivation on teacher's performance. *Journal of Social Work and Science Education*, 1(2), 105–114.
- Höttecke, D., & Allchin, D. (2020). Reconceptualizing nature-of-science education in the age of social media. *Science Education*, 104(4), 641–666.
- Maryani, Y., Entang, M., & Tukiran, M. (2021). The relationship between work motivation, work discipline and employee performance at the Regional Secretariat of Bogor City. *International Journal of Social and Management Studies*, 2(2), 1–16.
- Marzuki, A. G. (2019). The Roles of school principal leadership in developing English teachers' creativities in Palu. *Al-Ta Lim Journal*, 26(3), 267–279.
- Nartiningrum, N., & Nugroho, A. (2020). Online learning amidst global pandemic: EFL students' challenges, suggestions, and needed materials. *ENGLISH FRANCA: Academic Journal of English Language*

- and Education*, 4(2), 115–140.
- Nuriman, H. (2021). The Analysis Of Competence And Career Development Impact On Work Motivation And Its Implication Toward Employee's Performance. *AKADEMIK: Jurnal Mahasiswa Ekonomi & Bisnis*, 1(1), 10–17.
- Pahrudin, P., Martono, T., & Murtini, W. (2016). The effect of pedagogic competency, personality, professional and social competency teacher to study achievement of economic lesson in State Senior High School of East Lombok District Academic year 2015/2016. *Proceeding of the International Conference on Teacher Training and Education*, 2(1), 332–345.
- Pangastuti, P. A. D., Sukirno, S., & Efendi, R. (2020). The Effect of Work Motivation and Compensation on Employee Performance. *International Journal of Multicultural and Multireligious Understanding*, 7(3), 292–299.
- Rasheed, M. I., Humayon, A. A., Awan, U., & Ahmed, A. ud D. (2016). Factors affecting teachers' motivation: An HRM challenge for public sector higher educational institutions of Pakistan (HEIs). *International Journal of Educational Management*, 30(1), 101–114.
- Razak, A., Sarpan, S., & Ramlan, R. (2018). Effect of leadership style, motivation and work discipline on employee performance in PT. ABC Makassar. *International Review of Management and Marketing*, 8(6), 67.
- Reynaldo, J., Tannady, H., & Nurjanah, S. (2022). Role of Work Stress and Work Discipline on Performance of High School Teachers in East Jakarta, Indonesia. *International Journal of Early Childhood Special Education*, 14(1).
- Sugiarti, E. (2023). The Influence of Training, Work Environment and Career Development on Work Motivation That Has an Impact on Employee Performance at PT. Suryamas Elsindo Primatama In West Jakarta. *International Journal of Artificial Intelligence Research*, 6(1.2).
- Tupti, Z., & Arif, M. (2020). The Influence of Discipline and Motivation on Employee Performance. *International Journal of Economic, Technology and Social Sciences (Injects)*, 1(2), 61–69.
- Yansyah, M. (2022). The Effectiveness of Teacher Performance Management in the Implementation of Student Learning. *Journal Corner of Education, Linguistics, and Literature*, 1(4), 227–234.
- Zulaiha, D., Lian, B., & Mulyadi, M. (2020). The effect of principal's competence and community participation on the quality of educational services. *Journal of Social Work and Science Education*, 1(1), 45–57.