

The Effect of Wage Amounts and Certification on Teacher Performance in HKBP Pagar Jati Private Elementary School Lubuk Pakam District

Lisna Maya Sari Sihaloho

Management Studies Program, Sekolah Tinggi Ilmu Ekonomi LMII,
Jalan Kolam Estate No. 39 Medan, Sumatera Utara, 20371, Indonesia

E-mail: lisnacihaloho@yahoo.com

ARTICLE INFO

Received: 2018-5-28

Revised: 2018-06-28

Accepted: 2018-06-30

Keywords:

Effect of wage rates, certification, on teacher performance

ABSTRACT

This study aims to determine the Effect of Wage Amounts and Certification on the Performance of HKBP Pagar Jati Private Elementary School Teachers in Lubuk Pakam District and to find out the dominant variables on teacher performance. The samples used in this study were all HKBP Private Elementary School Teachers in teak fences, Lubuk Pakam District. The number of samples is calculated using the formula according to Sugyono (2016), so we get a total sample of 17 people. The results of this study indicate that the independent variable is the wage magnitude factor (X1), Certification (X2), a positive and significant effect on teacher performance. The results of this study also showed that the dominant variable influencing teacher performance at the HKBP Pagar Jati elementary school was Certification (X2).

Copyright © 2018 Journal of Management Science t (JMAS).
All rights reserved.

1. Introduction

Teachers who have high loyalty and we know as a hero without services often get wages that are not comparable with the services provided. This is what makes from the beginning until now the role of a teacher becomes a topic of conversation that is always discussed in everyday life. Talks that are particularly often discussed include teacher wages, time, loyalty, gaps obtained and how certified or non-certified teachers work with their performance system.

Certification is a new idea and breakthrough in the world of education, by providing teacher certificates to teachers who have met academic qualification and competency standards. As stated in the Republic of Indonesia Law No. 14/2005 concerning Teacher and Lecturer Standards, Government Regulation No. 19/2005 concerning National Education Standards, Minister of National Education Regulation No. 16/2007 Academic Qualification Standards and Teacher Competence and Minister of Education Regulations National Number 18 Year 2007 concerning Teacher Certification in Position. (Djaali, 2009).

The purpose of providing teacher certification is that in the future all teachers can have a basic foundation in teaching in the form of a certificate used as a license or permit to teach. Thus the creation of teachers who are professional and competent in educating and teaching their students. A teacher is not only able to educate in formal education but teachers must also be able to educate their students so that they have moral values and good personality in accordance with religious values. (Rusman, 2011: 5) explains that: Teachers are the spearhead of the success of school learning activities that are directly involved in planning and implementing learning activities.

2. Theory

A. Definition of Wages

Wibowo, (2017) Wages and salaries are compensation as a counter to workers' sacrifices. Wages and salaries are generally given for the performance that has been carried out based on established

performance standards and is mutually agreed based on the personal contract. Wages are usually given to workers at that level as compensation for the time they have been given. Meanwhile salaries are given as compensation for responsibilities for certain jobs from higher level jobs.

B. Definition of Certification

According to Sarimaya, (2008) certification is the process of giving educator certificates to teachers who have fulfilled certain requirements, namely having Teacher academic qualifications, Teacher competencies, and having the ability to realize national education goals, which are accompanied by an increase in decent welfare.

Based on the description above it can be concluded, certification is a program of giving certificates to teachers who have fulfilled various specific requirements and accompanied by an increase in decent welfare.

C. Definition of Performance

Simamora (2002: 423) in Sulastri's (2011) research limits performance, performance is a translation from English, performance or job performance but in English it is often abbreviated to performance only. Performance in Indonesian is also called work performance. Work performance or performance is defined as an expression of ability based on knowledge, attitudes, skills and motivation in producing something. Work performance is defined as the achievement of certain job requirements which ultimately can be directly reflected in the output produced both in quantity and quality. The above understanding highlights performance based on the results achieved by someone after doing work.

D. Hypothesis

The hypothesis is a temporary conjecture of the relationship between two or more variables, Siregar (2014). On the basis of the definition it can be interpreted that the hypothesis is a temporary answer or guess that must be tested for truth. The following can be concluded several research hypotheses, namely:

- a) There is an influence on the amount of wages on the performance of HKBP Pagar Jati Private Elementary School teachers.
- b) There is an influence of certification on the performance of HKBP Pagar Jati Private Elementary School teachers.
- c) There is an influence on the amount of wages and certification on the performance of Pagar Jati Private HKBP Elementary School teachers.

3. Data Collection Technique**A. Questionnaire Method (Questionnaire)**

This method is used to collect data from respondents regarding wage rates and certification of teacher performance in the teak fence PRIVATE SD HKBP. The answers to each item in the instrument are in the form of words in multiple choices totaling 5 (five) answer points that are described in more detail by using words; Strongly agree (score 5), agree (score 4), doubt (score 3), disagree (score 2) STS (1).

B. Interview

Interviews were carried out during the prayer survey, in this case the Pagar Private Private Vocational School, HKBP Pagar teak, aware of problems related to the researcher's topic.

C. Documentation

Documentation is a technique used to collect data in the form of written data and to utilize documents. The documents in question are in the form of required data.

4. Research Data Analysis Techniques

In this study to determine whether or not the influence of the independent variable (independent) is the amount of wages (X1) certification (X2) to the dependent variable (dependent) teacher performance (Y). To find out the effect of wage and certification on the performance of teachers in private elementary HKBP teak fence used formula:

$$Y = a + b_1 x_1 + b_2 x_2 + \varepsilon$$

Information :

a = constant

Y = Teacher Performance

x1 = Amount of Wages

x2 = Certification

b1 = coefficient of variable x1
 b2 = coefficient of variable x2
 ε = margin error

A. Uji hipotesis

The effect of the independent variable on the dependent variable was tested with a confidence level of 95% or $\alpha = 5\%$. Hypothesis testing based on statistical tests as follows:

Partial Test (T test)

T test is used to test whether the hypothesis used is accepted or rejected. The t test was calculated using the formula:

$$t = \frac{x - \mu_0}{s/\sqrt{n}}$$

Information

t: the calculated t value
 x: average value
 s: standard sample deviation
 μ_0 : hypothesized value

To find the value of t arithmetic used SPSS program, while to determine the significance of the value seen from the sig value or by comparing the value of t arithmetic in t table. The hypothesis testing criteria for partial tests are as follows:

a) $H_0: b_1 = b_2 = 0$.

This means that the amount of wages and certification has no effect on the performance of Pagar HKBP Elementary School teachers in teak teak.

b) $H_1: b_1 = b_2 \neq 0$

This means that the amount of wages and certification affects the performance of teachers in the teak fence PRIVATE HKBP Elementary School.

Simultaneous Test (F)

The influence of the dependent variable on the independent variable was tested with a confidence level of 95% or $\alpha = 5\%$ with the formula:

$$F = \frac{R^2(k-1)}{(1-R^2)(n-k-1)}$$

Information:

R²: The specified regression coefficient
 K: Number of Independent Variables (X)
 N: Number of Samples

5. Results and Discussion**A. Hypothesis testing**

The effect of the independent variable on the dependent variable was tested with a confidence level of 95% or $\alpha = 5\%$. Hypothesis testing based on statistical tests as follows:

Partial Test (T test)

T test is used to test whether the hypothesis used is accepted or rejected. T test is calculated by using the formula. To find the t value of the SPSS program used, while to determine the significance of the value seen from the sig value or by comparing the t value in the table t.

The hypothesis testing criteria for partial tests are as follows:

1. $H_0: b_1 = b_2 = 0$. This means that the amount of wages and certification has no effect on the performance of teachers in the teak fence PRIVATE SD HKBP.

2. $H_1: b_1 = b_2 \neq 0$ This means that the amount of wages and certification for the performance of teachers in the HKBP Private Elementary School teak fence.

Table 1
PARTIAL TEST (t)

Model	Unstandardized Coefficients		Standardized Coefficients	T	
	B	Std. Error	Beta	B	Std. Error
1 (Constant)	27.860	4.752		5.863	.000
wage amount (X1)	.113	.198	.141	.3.572	.000
The certification (X2)	.178	.173	.253	.3.029	.026

Partial hypothesis testing is intended to test how much influence the respective independent variables namely Besran wages (X1) and Certification (X2) on teacher performance (Y).

1. Effect of wage magnitude on teacher performance

Based on the calculation results summarized in the table above, shows that, for the variable wage amount obtained is .3,527 (value .3,572 > 2,093) with a probability of 0,000 Because the probability value obtained is less than 0.05, indicating that the value of t obtained is significant , this means that the variable wage (X1) significantly influences teacher performance (Y).

2. The effect of teacher certification on teacher performance

Based on the calculation results summarized in the table above, it shows that, for the teacher certification variable obtained at 2.320 (3.029 value > 2.093) with a probability of 0.026. Because the probability value obtained is less than 0.05, indicating that the value of t obtained is significant, this means that the teacher certification variable (X1) has a significant effect on teacher performance (Y).

6. Conclusion

Based on the results of primary data research and data analysis, the researchers draw conclusions, namely:

- 1) There is a variable wage magnitude effect on the performance of Pagar Jati Elementary School HKBP teachers.
- 2) There is an influence of teacher certification on the work performance of Pagar Jati Private HKBP Elementary School teachers.
- 3) There is an influence between the amount of wages and certification on the performance of teachers in HKBP Pagar Jati Private Elementary School.

7. Reference

- [1] Sarimaya, Farida. 2008. *Sertifikasi Guru Apa, Mengapa dan Bagaimana ?*. Bandung: Yrama Widya.
- [2] Sulastri, E. (2011). *Pengaruh Sertifikasi Guru dan Motivasi Kerja terhadap Kinerja Guru SMA Negeri 1 Juwana Kabupaten Pati* (Doctoral dissertation, Universitas Negeri Semarang (UNNES)).
- [3] Damrus, D. (2019). PENGARUH TUNJANGAN SERTIFIKASI TERHADAP KINERJA GURU SMP NEGERI SEKECAMATAN MEUREUBO KABUPATEN ACEH BARAT. *Jurnal Bisnis Dan Kajian Strategi Manajemen*, 1(1).
- [4] Yusuf, M., & Anwar, M. A. (2017). Pengaruh Sistem Manajemen Mutu ISO 9001: 2008 dan Kompensasi Terhadap Kinerja Guru di SMA Darul Ulum 2 Unggulan BPPT Jombang. *Dirāsāt: Jurnal Manajemen dan Pendidikan Islam*, 3(1), 17-38.
- [5] Dewi, T. A. (2015). Pengaruh profesionalisme guru dan motivasi kerja terhadap kinerja guru ekonomi SMA se-Kota Malang. *Skripsi: Universitas Muhammadiyah Metro*.
- [6] Budiman, J. (2018). Pengaruh Kompensasi Terhadap Motivasi Kerja Guru Tidak Tetap (GTT) Di Kecamatan Meliau Kabupaten Sanggau. *Jurnal Ekonomi Integra*, 6(2), 022-030.
- [7] Brahmasari. (2008). *Pengaruh Motivasi Kerja, Kepemimpinan dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan serta Dampaknya pada Kinerja Perusahaan (Studi Kasus pada PT. Pei*

Hei Internatinal Wiratama Indonesia). Jurnal Manajemen dan Kewirausahaan, Vol. 10, No. 2, Surabaya.

- [8] Anoki Herdian Dita, 2010. *Pengaruh Kompensasi Terhadap Kinerja Karyawan PT. Slamet Langgeng Purbalingga dengan Motivasi Kerja Sebagai Variabel Intervening*.
- [9] Sugiyono, (2017) *Metode penelitian kuantitatif, kualitatif, dan R & D*
- [10] Prof.Dr.H.Imam Ghozali, M 2016 *Aplikasi Analisis MULTIVARIET*