



The Effect of Recruitment and Career Development on The Spirit of Teachers' Work Performance in MTs Nurul Huda

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Abstract -- *The objectives in this study are: (1) Want to know the effect of recruitment on morale teachers at MTs Nurul Huda, (2) Want to know the influence of career development on the spirit of work teachers at MTs Nurul Huda, (3) Want to know that recruitment and career development have an effect on the spirit of teacher work at MTs Nurul Huda. The method used in this study is quantitative in nature associative descriptive. In this study, the saturated sampling method is a technique of determining when all members of the population are used as samples. The samples used in this study are all teachers at MTs Nurl Huda are 25 people. Data collection methods with questionnaires (polls) that have tested validity and reality. The data analysis techniques that have been used are tests correlation, coefficient determination test, regression test and hypothesis test using SPSS 18.0 program. Results this research shows that Recruitment (X1) and Career Development (X2) have an effect on employee productivity (Y) of 81.3% while the remaining 18.7% is affected by variable otherwise un scrutinized. The results of regression and career development analysis of the spirit of work are obtained $4581 + -(6,375) X1 + 6,992 X2$. This constant of 4,581 means that if there is an increase in the value of the variable motivation and work environment, employee work productivity is 4,581%. Based on hypothesis test F recruitment and career development against the spirit of teachers obtained results $F \text{ count} > F \text{ table} = 47.933 > 3.44$. It states that it has a significant influence on the recruitment and development of career towards the spirit of teacher work at MTs Nurul Huda. The conclusions of this study are recruitment and career development has a significant impact on the spirit of work. In this study the authors advice and input to the school leadership of MTs Nurul Huda, namely the need for school policy in improving recruitment, career development and work spirit significantly.*

Keywords: *Career development, recruitment, teacher work spirit*

I. INTRODUCTION

Education is a means of obtaining knowledge in order to form students who are character and motivate students to achieve their goals. But complete facilities and infrastructure schools if they are not supported by the quality of the managers, it will be difficult to achieve quality results. The problems that often arise in the education process are still the low quality of teachers as managers of education (Chidir et al., 2020; Goestjahjanti et al., 2020; Hutagalung et al., 2020; Kamar et al., 2020; Novitasari, Hutagalung, Nugroho, et



al., 2020). Therefore, there needs to be a good system to improve the quality of education managers who is expected with systematic recruitment and with the career development can improve the quality of teachers so that teachers have a spirit of work in its role in education (Agistiawati et al., 2020; Agistiawati & Asbari, 2020; Basuki et al., 2020; Jumiran et al., 2020; Nuryanti et al., 2020; Sutardi et al., 2020; Yuwono, Novitasari, Hutagalung, et al., 2020).

Based on UNESCO data in global education monitoring (GEM) in 2016, it states that education in Indonesia ranked 10th out of 14 developing countries and teacher quality in Indonesia ranked 14th out of 14 developing countries in the world. This can be of concern to the current educational conditions in Indonesia. The field of education is one of the most important factors in the progress of a nation and a country. What's more, if you look at the quality order data of teachers in Indonesia the most recent position among other developing countries. Based on the above exposure, the Author is interested in conducting further research on ongoing problems with the title of the study: The Influence of Recruitment and Career Development against the Spirit of Teachers' Work Performance in MTs Nurul Huda.

II. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

A. Recruitment

Recruitment is often also called labor withdrawals. The withdrawal of labor is a the process of finding qualified prospective employees in the number and type required (Irham Fahmi 2017). According to Bowin and Harvey (2019) suggesting recruitment is a process for find, attract, and identify an adequate pool of qualified prospective employees to fill the workforce needed at this time and in the future. Recruitment also defined as the process of attracting individuals with a certain time limit, in sufficient quantities, and with sufficient qualifications, to apply for a position to an organization/company (Mondy, 2019) From the above understanding it can be concluded that recruitment is a seeking and interesting activity qualified prospective employees with adequate qualifications in the number and type needed to be employed in an organization.

Dimensions and indicators of recruitment according to Robert L. Mathis (2013:227) include:

1. Basic recruitment rules
 - a) The absence of clear rules
The law or rule of publishing a job that has been established by the government.
 - b) General requirements
The requirements of prospective applicants are generally in making application to the company.
 - c) Special requirements
Requirements for applicants who have certain qualifications according to the specified company.
2. Recruitment source
 - a) Work experience
Sources originating from outside the company, in other words outside the company's employees in vacant positions.
 - b) Work performance
Sources originating within the company or employees of the company itself to fill vacant positions.

B. Career Development



Career development is an effort to improve technical, conceptual, and moral capabilities employees according to the needs of work or position through education and training (Malay S.P. Hasibuan 2013). Broadly the development of a career can be interpreted as a formal, organized, and to strike a balance between individual career needs and the demands of the workforce organization and an ongoing effort formally conducted by organizations focused on development and enrichment of the organization's human resources, in order to meet the needs of both individuals and organizations (Yun Iswanto & Adhie Yusuf 2019). Meanwhile Mangkunegara (2011) career development is a staffing activity that helps employees plan their future careers in the company so that the company and its employees can develop yourself to the maximum.

According to some of the above opinions it can be explained that career development is a business help employees plan their future careers at the company to improve their in order to meet the needs of both individuals and organizations (Agistiawati & Asbari, 2020; Novitasari, Asbari, Wijaya, et al., 2020; Nuryanti et al., 2020; Sudiyono, Fikri, et al., 2020; Sudiyono, Goestjahjanti, et al., 2020; Sutardi et al., 2020; Yuwono, Novitasari, Asbari, et al., 2020; Yuwono, Novitasari, Hutagalung, et al., 2020).

There are several Dimensions and indicators of career development according to Faustino Cardoso Gomes (2013:215) I.e:

- 1) Career planning
 - a) Suitability of interests and expertise with work
 - b) Career development opportunities within the company
 - c) Clarity of long-term and short-term career plans
- 2) Career management
 - a) Integrate with human resource planning
 - b) Disseminate career information
 - c) Job posting
 - d) Work experience
 - e) Education and training

C. *Work Spirit*

According to Busro (2020:326) the spirit of work is the spiritual condition or behavior of both individuals and groups that can inflict deep pleasure on the workforce to work with and consequently so that faster work is completed and better and more goods and services that are all intended in order to achieve the goals set by the company. While according to (Aditia:2019), the spirit of work is the desire and sincerity of a person do their job well and be disciplined to achieve maximum work performance. This spirit of work will stimulate a person to work and creativity in his work. Good spirits according to Bentley and Rempel dalam (Rini and Rakhmawati, 2019) are of interest and enthusiasm shown by someone who leads to individual achievements as well as individual goals in existing work situations. According to Nitisemito the company or agency will get benefits when each working individual has a high spirit or passion for work, a spirit of work will usually be seen from an individual's willingness to work wholeheartedly.

According to some of the above opinions it can be explained that the spirit of work is the desire and the seriousness of a person doing his work with discipline so that he can complete his or her duties faster to achieve maksimal work performance in order to achieve the goals set by company.

D. *Hypothesis Development*



Hypothesis is a temporary answer to research objectives derived from the frame of mind that have been created. The hypothesis is a tentative statement about the relationship between multiple variables or more. Wiratna Sujarweni (2015:68)

Ha : There is an influence between recruitment on the spirit of teacher work in MTs Nurul Huda

III. RESEARCH METHOD

A. Research Design

Research is a systematic, controlled, empirical, and critical investigation of the phenomenon of natural phenomena guided by theories and hypotheses regarding the relationships suspected to exist in among these phenomena according to Kerlinger in Wiratna Sujarweni (2015:8). In a sense research design is only about data collection and analysis. Design in this study descriptive and associative research design. The design of descriptive research is to know the value of each variable, whether one or more variables are independent without making a relationship or comparison with other variables. Associative research design of research designed to know the interaction between two or more variables.

B. Population and Sample

The population in this study is the teachers who teach at MTs Nurul Huda. In this study sample to be taken is 25 (twenty-five) samples or respondents. Sample in accordance with the population, as there are not many populations of only 25 (twenty-five) then the researchers took all the population numbers to sample. To determine the sample or researcher respondents use simple saturated sampling techniques.

IV. Research Results and Discussion

A. Sample Description

Table 1. Sample Descriptive Information

	Criteria	Total	%
Gender	Male	11	44%
	Female	14	56%
Age	20-29 years old	10	40%
	30-39 years old	10	40%
	40-49 years old	1	4%
	>50 years old	4	16%
Work Period	0-5 years	16	47%
	6-10 years	1	4%
	11-12 years	8	49%

B. Validity Test Results

According to Siregar (2013:75) suggesting that validity or invalidity is to indicate the extent to which a valid measure if it successfully measures the phenomenon). A valid instrument means the measuring instrument used to obtain that data valid. This validity test will be measured using pearson correlation formula (product moment).



Table 2. Validity Test Results

No	Instrumen	rtable	rhitung	Conclusion
1	Item1	0,396	0,715	Valid
2	Item2	0,396	0,870	Valid
3	Item3	0,396	0,715	Valid
4	Item4	0,396	0,820	Valid
5	Item5	0,396	0,820	Valid
6	Item6	0,396	0,715	Valid
7	Item7	0,396	0,820	Valid
8	Item8	0,396	0,870	Valid
9	Item9	0,396	0,870	Valid
10	Item10	0,396	0,820	Valid
11	Item11	0,396	0,715	Valid
12	Item12	0,396	0,870	Valid
13	Item13	0,396	0,715	Valid

From the analysis results are obtained the value of the item score and the total score value. This value is then compared with a r_{table} . r_{table} was sought at a significant 5% with a 2-sided test and $n=25$, meals were r_{table} by 0.396. Based on the results of the analysis obtained correlation values for the entire score of the item >0.396 , it can be it is concluded that the entire score of the item is significantly correlated with the total score expressed validity.

C. Reliability Test

Siregar (2014:87) suggests that reliability is to know the extent of the results consistent measurement, when twice or more measurements are measured against the same symptoms as the same measurement tool. The tecnic used for this reliability test uses internal consistency measuring instrument is a measuring instrument that is done by trying the measuring instrument only once data obtained is analyzed with certain techniques. The techniques used are alpha cronbach formula with SPSS Version 18. The criteria of a research instrument are said to be using the likert scale on the questionnaire answer.

Table 2. Reability Test Results

Variabel	Cronbach'sAlpha
Rekrutmen(X1)	0,716
PengembanganKarir(X2)	0,767
SemangatKerja(Y)	0,950

Based on the above reliability test results because cronbach's alpha value is more than 0.6 then it can be concluded that the measuring instruments in the study were reliably.

D. Classis Assumption Test

1) Normality Test

Table 3. Kolmogrov-Smirnov Normality Test Results

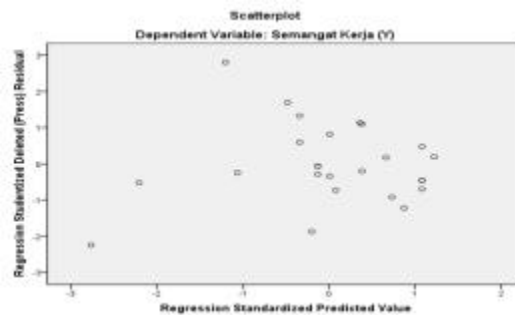
One-Sample Kolmogrov-Smirnov Test



	Rekrutmen	Pengembangan Karir	Semangat Kerja
N	25	25	25
NormalParametersMean	32.08	36.24	53.44
Std.Deviation	5.220	5.876	9.773
MostExtremeDifferencesAbsolute	.066	.085	.140
Asymp.Sig.(2-tailed)	.914	.787	.108

Based on the normality test results using the method one sample kolmogrov smirnov obtained asymp value. Sig (2-tailed) for Recruitment variable (X1) of 0.914 , Career Development variable (X2) 0.787 and for the Work Spirit variable of 0.108, as all three variables have a value of asymp sig > 0.05 so it can be concluded that all three variables are distributed normally.

2) *Heteroskedastisity Test*



Picture 1. Heteroskedastisity Test Results

Based on the results of the heteroskedastisity test using the regression chart method, it can be known that the dots spread with an obscure pattern above and below the number 0 on the Y axis, then it can be concluded that there is no problem of heteroskedastisity.

3) *Simple Correlation Test*

Table 4. X1 to Y Correlation Test Results

Correlations		
	Recruitment(X1)	Work Spirit(Y)
Recruitment(X1)Pearson Correlation	1	.773**
Sig.(2-tailed)		.000
	25	25
Work Spirit(Y)Pearson Correlation	.773**	1
Sig.(2-tailed)	.000	
	25	25
N		

Based on the results of the above SPSS tests, it appears that the value of the correlation between recruitment and work force of 0.773 with a strong correlation or relationship rate, which is found at the interval (0.60 - 0.799)



Table 5. X1 to Y Correlation Test Results

Correlations		
	Development	Work Spirit
Career Development(X2)PearsonCorrelation	1	.819**
Sig.(2-tailed)		.000
	25	25
Work Spirit(Y)PearsonCorrelation	.819**	1
Sig.(2-tailed)	.000	
BerdasarkanhasilpengujianSPSSdiatasterlihat	25	25

Based on the results of the above SPSS tests it appears that between career development and work spirit has a positive relationship with a correlation value of 0.819 with a correlation rate or relationship strong stings, which are present at interval levels (0.80 - 1000).

4) Multiple Correlation Tests

Table 6. Simultaneous X1 X2 towards Y Correlation Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.902 ^a	.813	.217	3.327

Based on the results of the above SPSS tests it appears that between recruitment and career development the spirit of work has a positive relationship with a correlation value of 0.902 means that the there is a very strong relationship between recruitment variables and career development to the spirit of at interval levels (0.80 – 1,000).

E. Determination Coefficient Test

Table 7. Determination X1 towards Y Coefficient Test

Model Summary				
Model	R	RSquare	AdjustedRSquare	Std.Errorofthe
1	.773a	.597	.580	6.335

Based on SPSS results test coefficient determination of recruitment (X1) with work spirit (Y) 0.597 This indicates that recruitment (X1) affects the spirit of work (Y) of 59.7% while the remaining 40.3% is affected by other variables.

Table 8. Determination X2 towards Y Coefficient Test

Model Summary				
Model	R	RSquare	AdjustedRSquare	Std.Errorofthe
1 dimension0	.819a	.672	.657	5.721



Based on SPSS results of career development coefficient test (X2) with work spirit (Y) obtained a value of 0.672 This indicates that career development (X2) affects (Y) of 67.2% while the remaining 32.8% is influenced by other variables.

Table 9. Determination X1 X2 towards Y Coefficient Test

Model Summary				
Model	R	RSquare	AdjustedRSquare	Std.ErroroftheEstimate
1	.902a	.813	.796	4.410

Based on SPSS results test coefficient determination of recruitment (X1) and career development (X2) towards (Y) was obtained a value of 0.813. This indicates that the recruitment (X1) and career development (X2) affects the work spirit (Y) by 81.3% while the remaining 18.7% is affected by other variables.

F. Regression Test

Table 10. X1 Variable towards Y Simple Regression Test

Coefficients					
Model	UnstandardizedCoefficients		StandardizedCoefficients	t	Sig.
	B	Std.Error	Beta		
1(Constant)Rekrutmen(X1)	7.020	8.048		.872	.392
	1.447	.248	.773	5.840	.000

Based on the results of the above spss data can be summed up in the form of equations as follows:

$$Y = a + bX1$$

$$Y = 7.020 + 1.447 X1$$

Table 11. X2 Variable towards Y Simple Regression Test Results

Coefficients					
Model	UnstandardizedCoefficien		StandardizedCoefficien	t	Sig.
	B	Std.Error	Beta		
1	4.043	7.293		.554	.58
	1.363	.199	.819	6.85	.00

Based on the results of the above SPSS data can be summed up in the form of equations as follows:

$$Y = a + bX2$$

$$Y = 4.043 + 1.363 X2$$

Table 12. X1 X2 Variables toward Y Multiple Regression Test Results

Coefficients					
Model	UnstandardizedCoeffic		StandardizedCoeffici	t	Sig.
	B	Std.Error	Beta		
1(Constant)Rekrutmen(X1)PengembanganK arir(X2)	4.58	5.6		.81	.42
	-	1.5	-	-	.00
	6.99	1.3	4.2	5.04	.00

Based on the results of the above SPSS data can be summed up in the form of equations as follows:



$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 4.581 + -(6,375) X_1 + 6,992 X_2$$

Based on the above regression equation can be explained as follows:

- 1) Constants of 4,581, meaning that if there is no increase in the value of the recruitment variable and career development, the spirit of work is 4,581.
- 2) Retribution regression coefficient (X1) of -6,775, meaning that if the recruitment is increase/decrease by 1 unit, the spirit of work (Y) will increase/decrease -6,775 units.
- 3) Career development regression coefficient (X2) of 6,992, meaning any career development increase/decrease by 1 unit, the spirit of work has increased/decreased 6,992 units.

G. T Test

Table 13. X1 Variable towards Y T Test Results
Coefficients

Model	UnstandardizedCoefficients		Standardized		
	B	Std.Error	Beta		
1(Constant)Recruitment(X1)	7.02	8.048		.872	.39
)	1.44	.248	.77	5.84	.00

Hypothesis:

- a) If $t_{hitung} < t_{tabel}$, then H_0 is accepted. Meaning partially not have significant effect.
- b) If $t_{hitung} > t_{tabel}$, then H_0 is rejected. This means that it has a significant partial effect

Based on the results of the t test using SPSS 18.0 above, the t_{hitung} result of 5,840 was then compared to t_{tabel} by specifying table on df: $n-k : 25-2 = 23$, so that t_{tabel} is obtained by 2,074. With H_0 is rejected because $t_{hitung} > t_{tabel}$ ($5,840 > 2,074$) means that there is a significant partial influence recruitment of the spirit of work.

Table14. X2 Variable towards Y Thitung Test Results
Coefficients

Model	UnstandardizedCoefficients		StandardizedCoefficients		
	B	Std.Error	Beta		
1(Constant)	4.043	7.293		.554	.585
Career Development (X2)	1.363	.199	.819	6.858	.000

Hypothesis:

- a) If $t_{hitung} < t_{tabel}$, then H_0 is accepted. Meaning partially not significant effect.
- b) If $t_{hitung} > t_{tabel}$, then H_0 is rejected. That means it has a significant partial effect.

Based on the results of the t test using SPSS 18.0 above, the t_{hitung} result of 6,858 then compared to t_{tabel} by determining t_{tabel} on df: $n-k : 25-2 = 23$, so that t_{tabel} is obtained by 2,074. Thus H_0 was rejected due to $t_{hitung} > t_{tabel}$ ($6,858 > 2,074$) meaning partially any influence between the work environment and employee productivity.



H. F Test

Table 15. X1 X2 towards Y Fhitung Test Results

ANOVA

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	1864.325	2	932.162	47.933	.000 ^a
Residual	427.835	22	19.447		
Total	2292.160	24			

Hypothesis:

- 1) If $F_{hitung} < F_{tabel}$, then H_0 is accepted. Meaning all regression coefficients together have no significant effect on the significant level of 5%
- 2) If $F_{hitung} > F_{tabel}$, then H_0 is rejected. This means that all regression coefficients are jointly influential at a significant rate of 5%

Based on the results of test F using SPSS 18.0 above, the F calculated result of 47,933 then compared to with F_{tabel} on $df_1 : k-1 : 3$ (2 free variables + 1 bound variable) $-1 = 2$ and $df_2 : n-k : 25-3 = 22$, so f_{tabel} is obtained at 3.44. Thus H_0 was rejected because $F_{hitung} > F_{tabel}$ ($47,933 > 3.44$) meant that it together had a significant influence between recruitment and career development on the spirit of work.

I. Discussion

1) The effect of recruitment on the spirit of work

Based on the calculation of correlation obtained between Recruitment (X1) to Work Spirit (Y) 0.773 with a correlation rate or strong relationship, which is found at the interval level (0.60 - 0.799). Based on the calculation of the determination coefficient it is known that recruitment (X1) affects work morale (Y) was only 59.7% while the remaining 40.3% was influenced by other variables. Regression between recruitment to the spirit of work is obtained $7,020 + 1,447 X_1$, if the recruitment is experienced increase or decrease by one percent, the spirit of work will experience an increase or decrease in the 1,447. Based on the results of the thitung hypothesis obtained 5,840 compared to t_{tabel} of 2,074. Thus H_0 was rejected due to $t_{hitung} < t_{tabel}$ ($5,840 > 2,074$) meaning partially there was significant influence recruitment of the spirit of work.

2) The effect of career development on the spirit of work

Based on the calculation of correlation obtained between Recruitment (X1) to The Spirit of Work (Y) of 0.819 with a strong correlation or relationship rate, which is found at the interval level of (0,80-0,1000). Calculation of the determination of the influence of career development (X2) with Spirit teacher work (Y) obtained a determination coefficient value of 0.672. This demonstrates career development (X2) affects teacher work spirit (Y) by 67.2 % while the remaining 32.8 % affected by other variables. Regression between Career development to teacher work spirit obtained $4,043 + 1,363 X_2$, if the work is increased or decreased by one percent then the teacher's increase or decrease by 1,363. Based on the results of the hypothesis thitung obtained 6,858 compared to t_{tabel} of 2,074 With h_0 is rejected because $t_{hitung} > t_{tabel}$ ($6,858 > 2,074$) means that there is a significant influence between the career development to the spirit of teacher work.



3) *The effect of recruitment and career development on the spirit of work*

Based on the calculation of X_1X_2Y simultaneous correlation of 0.902, it can be concluded that the level of relationship between Recruitment (X_1) and Career Development (X_2) to the Spirit of Teacher Work (Y) is strong, which is present at interval levels (0.80-1000). While the direction of the relationship is positive, means that the higher the number of recruits and career development, the higher the spirit of work teacher. Calculation of determination analysis X_1, X_2, Y Recruitment and Career Development with Passion teacher's work was obtained a determination coefficient value of 0.813. This indicates that the recruitment of (X_1) and career development (X_2) influenced the spirit of teacher work (Y) by 81.3% while 18.7% is affected by other variables. Regression of recruitment and career development to the spirit of teacher work obtained $4,581 + -(6,375) X_1 + 6,992 X_2$. This constant of 4,581 means that if there is an increase in the value of recruitment and career development 4,581

Retribution regression coefficient of -6,375, this means any increase or decrease of one percent compensation will increase or decrease teacher morale -6.375 percent. This 6,992 career development coefficient means that any increase or decrease of one percent career development will see a 6.992 percent increase or decrease in teacher morale. Based on the hypothesis test of Recruitment and Career Development against the Spirit of Teacher Work obtained $F > F_{table}$ result = $47,933 > 3.44$. This states that it has a significant influence on Recruitment and Career Development towards the Spirit of Teacher Work at MTs Nurul Huda.

V. CONCLUSION

A. Conclusion

Based on the discussion that recruitment and career development is one of the factors that determines the spirit of work. From the results of research on MTs Nurul Huda in Curug Kabupaten Tangerang and based on the formulation of research problems can be drawn the following conclusions:

- a. The recruitment on MTs Nurul Huda is already very good. Where from every existing dimension on recruitment such as the basis of recruitment rules and sources of recruitment. Because judging by the description results data that there is a strong relationship and significant influence between recruitment and work.
- b. Career development at MTs Nurul Huda can already be said to be very good. Where from every dimension career development such as career planning and career management. Because judging by the data description that there is a very strong relationship and significant influence between the recruitment of to the spirit of work.
- c. Recruitment and career development of the spirit of work has a significant and very strong relationship in MTs Nurul Huda.

B. Suggestion

From the discussions and conclusions that have been put forward by the author, suggestions can be given as follows:

- a. The results showed that recruitment was shown to have a strong influence on morale teacher's work at MTs Nurul Huda. Therefore, so that the spirit of teacher work can be improved should be operating standards of procedures such as recruitment and teacher selection which can later have an impact on improving the work spirit of MTs teacher Nurul Huda.



- b. The results of career development research have proven to have a very strong influence on the spirit of work teacher MTs Nurul Huda. Therefore, the school can maintain career development by trainings that have an impact on improving the morale of teachers at MTs Nurul Huda.
- c. The results of the study are expected to be reference or literature for those in need information in the field of human resources, especially recruitment and career development of the spirit of the teacher's work and as a comparative material for them to be the evaluation material.
- d. For researchers can then do follow-up research by adding other variables that can affect the spirit of the teacher's work.

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