

The Effect Of Work Motivation And Managerial On Teacher Performance At SMP Negeri 1 Air Kumbang

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Abstract

This research was conducted at the first high school 1 Air Kumbang, which is located at Jalan Impress Sidomulyo, Air Kumbang Sub-district, South Sumatra Province. explain whether there is a positive and significant influence of work motivation and managerial on teacher performance in junior high schools in Air Kumbang. This research is descriptive quantitative using a questionnaire and documentation. The results obtained in this study indicate that there is a very significant influence between work motivation on teacher performance and a very significant influence between managerial and teacher performance. Based on the research results, there are several suggestions given, namely: 1. The influence between variables is good and good. Thus, it is hoped that it can be maintained and even further enhanced by efforts to organize school principals. 2. by holding this research it is recommended that further researchers who will carry out research at school and by using the same variables, can do with a wider population using other research methods.

Keyword: *Work Motivation, Managerial, Teacher Performance*

INTRODUCTION

The success of a school is largely determined by teachers and principals through a number of factors, one of which plays a role in teacher performance is the managerial ability of the principal who has good managerial competence and can provide an example to his subordinates or teachers.

Performance is not a characteristic of a person like talent itself but performance is a manifestation of ability in the form of real work. Good performance in teaching and educating is very important needed to measure or assess the ability of teachers to work, so that one day a decision can be made to give high appreciation for doing their job well. A teacher must be able to make teacher administration as a support in effective learning [1]. Teacher performance has not been said to be optimal. It can be influenced by several factors, one of which is teacher work motivation.

Work motivation must be owned by an educator, motivation is the driving force for someone to contribute to the success of something that is to be achieved both personally and for the organization. A person's work motivation will make a person more enthusiastic at work, to carry out their duties and obligations properly.

The principal as one of the education administrators needs to complement his educational leadership insight with knowledge and attitudes that are sensitive to changes that occur in the school environment. The higher the community's aspirations for education are the demands of an education policy that include aspects of quality, efficiency and relevance. In order to play their duties and functions properly as a manager, a principal must have the right strategy to improve teacher performance through cooperative cooperation, provide encouragement and opportunities for teachers to explore their professional abilities.

Teacher performance is the ability of a person to complete their duties and responsibilities as an educator by proving that optimal work results will be in line with better educational goals. In this case, teacher performance is also often referred to as assessment or evaluation in educational institutions or schools. Teachers who have better performance can be seen from how the teacher implements effective learning and is able to provide assessments that measure the abilities of students.

Motivation is one of the things that influences human behavior, motivation is also known as a drive for desire, supporting needs that can make a person excited and motivated to reduce and fulfill self-encouragement [3].

According to Yamin (2007) motivation has several functions, including encouraging behavior or an action. Without motivation there will be no action, second, motivation functions as a guide, meaning that it directs the action to the desired achievement and goal, third, motivation aims as a driving force, the amount of motivation will determine whether a job is fast or slow [3].

The term managerial comes from English, namely "manage" which means to organize, manage, manage etc. Meanwhile, managerial definition is the way someone implements or regulates. Which is a function of management is planning, organizing, directing and monitoring.

METHODOLOGY

In this research, it is located at SMP Negeri 1 Air Kumbnag by using a quantitative descriptive approach. With a population of all teaching staff at SMP Negeri 1 Air Kumbnag, 29 teachers were taken to fill out the questionnaire that had been provided. Seen from Research conducted by Slamet Riyadi (2017) who judu; "The Effect of Work Motivation on the Performance of Radhathul Atfal Teachers in Pekalongan City" shows that the influence of work motivation on teacher performance is acceptable and proven true where the work motivation variable has a positive influence on teacher performance. The t test is used in this study which states that there is a significant effect of each independent variable and the moderating variable on the dependent variable partially. The second study conducted entitled "Principal Leadership, Academic Supervision, and Work Motivation in Improving Teacher Performance "states that the results of this study indicate that there is a significant positive effect of principal leadership on work motivation [4]. research by teachers, there is a significant influence on the managerial competence of the head.

Research conducted by Husni entitled "The Relationship between Work Ethic and Teacher Performance at SMK Negeri 1 Lubuk Sikampung" Based on the results of the research, it was found that there was a significant relationship between work ethic and teacher performance at a significant level of 99% with a correlation coefficient of 0, 35 and the significance of the correlation was 3.61 using the t test.

Before doing research, it is necessary to determine the research hypothesis first According to Arikunto (2014), a hypothesis is a temporary answer to a research problem, until it is proven correct through the collected data.

RESULTS AND DISCUSSION

Based on the results of the research above that the researchers conducted at SMP Negeri 1 Air Kumbang, in this research "The Effect of Work and Managerial Motivation on Teacher Performance at SMP Negeri 1 Air Kumbang", this research uses descriptive research methods with a quantitative approach. in describing the results of his research at SMP Negeri 1 Airk Kumbang. Quantitative research is a research method that is based on positivism philosophy, used to research on certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative / statistical with the aim to test the hypothesis that has been set [5].

To test the reliability of the work motivation, managerial, and teacher performance instruments, after the validity test was carried out, the next step was to test the reliability of the work motivation, managerial, and teacher performance instruments. Following are the results of the teacher work motivation variable instrument (X1) using SPSS:

**Reliability Test of Work Motivation Variables (X1)
Case Processing Summary**

		N	%
Cases	Valid	29	100.0
	Excluded ^a	0	.0
	Total	29	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.856	21

According to Arikunto, 2010, which states that a research instrument indicates adequate reliability if the Cronbach alpha coefficient is greater or equal to 0.50. While the test results in the table above indicate that the Cronbach alpha results are 0.856, thus it can be concluded that the work motivation variable instrument is reliable. The following is a table of managerial reliability

**Managerial Variable Reliability Test (X2)
Case Processing Summary**

		N	%
Cases	Valid	29	100.0
	Excluded ^a	0	.0
	Total	29	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.950	26

According to Arikunto, 2010, which states that a research instrument indicates adequate reliability if the Cronbach alpha coefficient is greater or equal to 0.50. While the test results in the table above indicate that the Cronbach alpha results are 0.950, thus it can be concluded that this managerial variable instrument is reliable. The following is a table of teacher performance reliability

**Teacher Performance Variable Reliability Test (Y)
Case Processing Summary**

		N	%
Cases	Valid	29	100.0
	Excluded ^a	0	.0
	Total	29	100.0

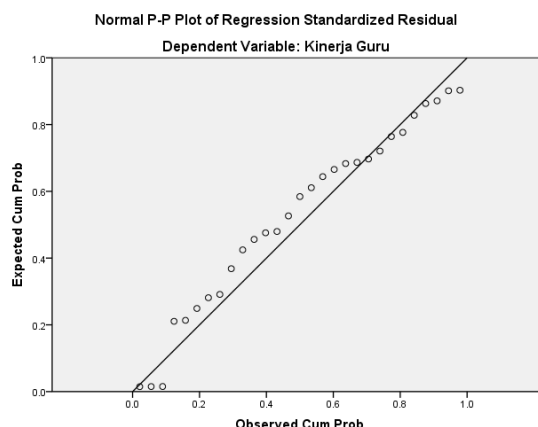
a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.961	24

According to Arikunto, 2010, which states that a research instrument indicates adequate reliability if the Cronbach alpha coefficient is greater or equal to 0.50. While the test results in the table above show that the Cronbach alpha results are 0.961, thus it can be concluded that the instrument performance variable of this gurul is reliable.

By using the normality test seen from the p-plot graph below:



From the P-plot chart data, it can be seen that the axis spreads around the line according to (Ghozali, 2011) if the axis spreads around the diagonal line, then this regression model fulfills the normality assumption and if the axis data spreads far from the diagonal line, this regression model does not meet the requirements. .

A linearity test was also carried out to see between depnden and independent variables with the following results:

Test of Linearity of Motivation variable (X1) with Performance (Y)

ANOVA Table

			F	Sig
Teacher	Between	(Combined)	5,7	.00
Performance *	Groups	Linearity	.38	.54
Motivation		Deviation from Linearity	6,0	.00
	Within Groups		31	5
	Total			

The results of the calculation for linearity testing on the variables of work motivation and teacher performance obtained Fcount 5.734 and a significant value of 0.005. Then H0 is accepted. This proves that there is a linear relationship between work motivation (X1) and teacher performance (Y). The linearity test for Managerial variables on teacher performance can be seen in the following table:

Managerial Variable Linearity Test (X2) with Teacher Performance (Y)

ANOVA Table

			F	Sig.
Teacher Performance * Managerial	Between Groups	(Combined)	.794	.672
		Linearity	.913	.358
		Deviation from Linearity	.786	.675
Within Groups				
Total				

The results of the calculation for linearity testing on the variables of work motivation and teacher performance obtained Fcount 0.794 and a significant value of 0.675. Then H0 is accepted. This proves that there is a linear relationship between managerial (X2) and teacher performance (Y). The t test is also carried out with the help of the SPSS application to compare the significance of each independent variable on the dependent variable, the following table is the results of a simple regression test:

Simple Regression Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	48,517	17,492		4,081	.000
	Motivation	.649	.135	.369	4,981	.000
	Managerial	.080	.196	.030	1,410	.001
a. Dependent Variable: Teacher Performance						

Based on the table above shows that the results of the t test for the motivation variable (X1) obtained a significant value smaller than the probability of 0.05 or 0.000 < 0.005, then H1 is accepted. H0 is rejected. Based on the above results, the hypothesis is "There is a significant influence of work motivation on teacher performance", accepted.

As for the managerial variable (X2), it is obtained a significant value which is significantly smaller than the probability of 0.05 or 0.001 < 0.005, so H1 is accepted. H0 is rejected. Based on the above results, the hypothesis is "There is a significant managerial effect on teacher performance", accepted.

The use of the F test hypothesis in this study using the SPSS application, by looking at the probability of the F value with a significance of 5%. The f test results can be seen in the table below:

Linear regression test results are mixed

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	387,920	2	193,960	6,881	.004a
	Residual	732,838	26	28,186		
	Total	1120,759	28			
a. Predictors: (Constant), Managerial, Motivational						
b. Dependent Variable: Teacher Performance						

Based on the above table, it shows that $F_{count} = 6.881 > F_{table} = 3.35$ with a significant $0.004 > 0.005$. This result is a significant F_{count} , so that H_0 rejects and accepts H_a in this study. It can be concluded that "there is a significant effect of work motivation and managerial on teacher performance. To find out how big the contribution of each variable is, it requires a calculated R-Square determinant

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.588a	.346	.296	5,309

a. Predictors: (Constant), Managerial, Motivational

Based on the summary table above, it shows the value of $R = 0.588 = 13.46\%$. These results indicate that the independent variables of teacher and managerial work motivation equally affect teacher performance variables by 13.46% and the remaining 18.64% are influenced by other causes that cannot be included in this study. Because R Square is below 5% or tends to be close to the value 0, it can be concluded that the ability of the independent variable to explain the variation of other variables is limited.

CONCLUSION

Based on the results of the discussion data analysis can be drawn, the conclusion that this study shows that there is a significant and positive influence between the dependent variable teacher work motivation and teacher performance and there is a significant and positive influence of managerial variables with variables related to teacher performance at SMPN 1 Air Kumbang. which is very good. In addition, the research results also show that there is a positive influence.

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