



# Analysis of the Effect of Work Competency and Employment on Performance Teaching Teachers in School Maitreyawira Deli Serdang

Eric Gunawan<sup>1</sup>, Robin<sup>2</sup>

Management Study Program, STMB MULTISMART, Medan, Indonesia

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## ABSTRACT

The implementation of this study aims to determine and analyze the effect of work competence and work spirit on the teaching performance of teachers at the Maitreyawira Deli Serdang school. The total population used is 117 teachers and the sampling uses a saturated sample where all teachers will be used as research samples. The results showed that both partially and simultaneously work competence and work spirit had a significant influence on teacher teaching performance.

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### Corresponding Author:

Eric Gunawan,  
Management Study Program,  
STMB MULTISMART, Medan, Indonesia  
Email: [Ercgunawan@gmail.com](mailto:Ercgunawan@gmail.com)

## INTRODUCTION

A world that is increasingly integrated into one unified whole through globalization has become a reality. Various countries formed joint alliances to join in one great power in the face of increasingly competitive competition. Globalization on the one hand gives hope for the progress of a country, but on the other hand, globalization actually causes very dynamic competition among many countries. Globalization as well as the flow of connectedness and its changes affect the educational environment a lot. Education is a planned effort in the process of mentoring and learning students so that they are able to grow and develop into independent, responsible, creative, knowledgeable, healthy, and noble human beings, both physically and spiritually. Teachers have a very strategic role, because their existence is closely related to the success and quality of education. National education functions to develop capabilities and shape the character and civilization of a dignified nation in the context of educating the nation's life, which aims to develop the potential of students to become human beings who believe and fear God Almighty, have noble character, are healthy, knowledgeable, capable, creative, independent, and become a democratic and responsible citizen. The educational process is an activity to mobilize all components of education by educators aimed at achieving educational goals.

Maitreyawira School is a school that has various levels of education ranging from elementary, junior high, and high school. In this case, based on the initial observations that the researcher did, the researcher found several phenomena that were happening in schools where there were several teachers who were considered to be still not performing well. This can be seen from some teachers who teach less seriously and also prefer to sit down while teaching. Several

other teachers seemed to prefer asking students to take notes from the several sources they presented. This of course makes students less able to get a good education. The teacher's lack of performance is known because some are considered less competent in providing teaching such as lack of communication skills or public speaking which makes him a little nervous in teaching. Some teachers also lack good emotional skills, so they often have bad temper in scolding students. Furthermore, there is also a problem with the spirit of the teachers in teaching because some teachers are considered lazy to teach students.

The previous research entitled *The Influence Of Work Spirit And Training On Work Performance Of Employees Of PT. Unikitz United Group Medan* partially and simultaneously has a significant effect between the variables of morale and training on employee turnover at PT. Unikitz United Group. (Cindy et al., 2022)

Another study entitled *Effect of Emotional Intelligence and Work Competence on Employee Performance*, partially or simultaneously, it was found that Emotional Intelligence and Work Competence on Employee Performance. (Limiyaty & Robin, 2022) Furthermore, the research entitled *Analysis of the Factors that Influence the Work Spirit of Teacher* also shows that partially or simultaneously compensation, work motivation and organizational culture affect teacher work morale. (Aurora & Robin, 2022)

## RESEARCH METHOD

### Location and Time

The research location is Maitreyawira in Komp. Cemara Asri Jalan Cemara Boulevard Utara No. 8, Deli Serdang Regency. The research period starts from September 2022 to November 2022.

### Population and Sample

The population is the object of concern in an analysis. This object is like a population in a place that is observed and obtained a characteristic. The sample is a population that is taken partly by the object and is considered to represent the population to analyze its characteristics. (Pasaribu et al., 2020)

### Method of Collecting Data

(Sumiarto & Budiharta, 2021:242), Questionnaires are one of several methods commonly used to collect data in research. Questionnaires are a way of collecting data where the data obtained can be used for research. (Karyanti, 2018:74), the Likert scale has 5 answer choices for each item, namely Strongly Agree (SS) with a value scale of 5, Agree (S) with a value scale of 4, Doubtful (RR) with a value scale of 3, Disagree (TS) with a score of 2, Strongly Disagree (STS) with a scale of 1.

### Validity and Reliability Test

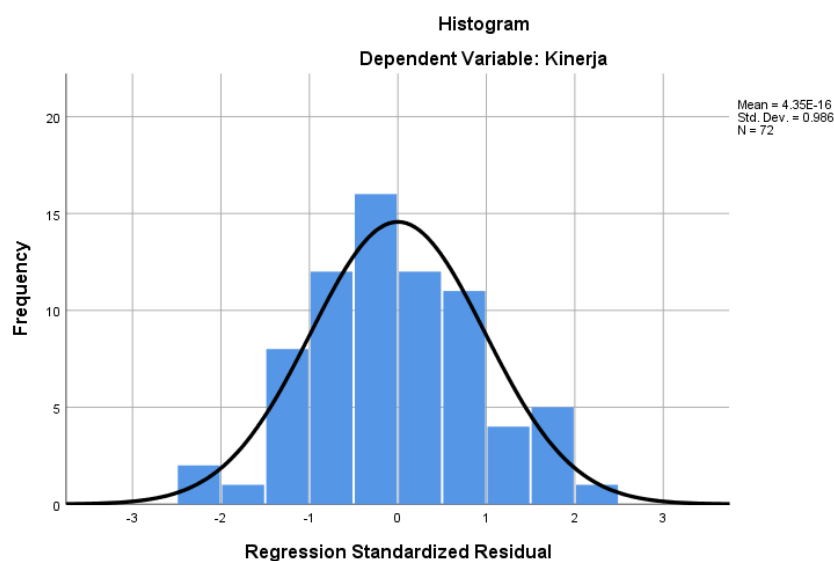
(Santi & Sudiasmo, 2019:29), the validity test was carried out by comparing  $r_{count}$  with  $r_{table}$ . While the value of  $r_{count}$  can be seen in the Pearson Correlation at the output with SPSS. Then for making a decision if  $r_{count} > r_{table}$  then the discussion variable can be said to be valid. (Surajiyo et al., 2020:75), reliability test is a measure of the stability and consistency of respondents in answering matters relating to statement constructs which are the dimensions of a variable and are arranged in the form of a questionnaire. The reliability test can be carried out simultaneously on all questions. If the Cronbach Alpha value  $> 0.60$  then it is declared reliable.

## RESULT AND DISCUSSION

### Normality test

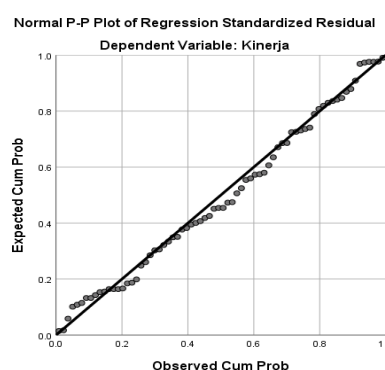
(Duli, 2019:114), The normality test aims to see whether the residual value is normally distributed or not. A good regression model is to have a normally distributed residual value. (Priyatno,

2018:127), The histogram output explains the data graph and to see whether the data distribution is normal or not. For the measurement, if the histogram shape follows a normal curve that forms mountains or bells, the data will be normally distributed. (Hutahayan, 2019:149), in the normality probability plot, each observed data value is attached to the expected value. The decision is made if the data value points are located more or less in a straight line, so it can be concluded that the data is normally distributed.



**Figure 1. Histogram Graphic**

Based on the picture above, it can be seen that the line forms a bell, neither to the left nor to the right. This shows that the data are normally distributed and meet the assumption of normality.



**Figure 2. Normal Probability Plot Of Regression Graphic**

Based on the picture above, it can be seen that the data (dots) spread around the diagonal line and follow the diagonal line. So from the picture it can be concluded that the residuals of the regression model are normally distributed.

(Riyanto & Hatmawan, 2020:137), for the normality test with graphical analysis, it often makes researchers confused to determine whether the data is normally distributed or not. In order to avoid misperceptions from reading the graphs, in addition to doing a graph analysis test, it is

also necessary to add statistical tests for normality tests. Residual normality statistical test can be done with non-parametric Kolmogoriv Smirnov statistical test (K-S) provided that if the value of sig > 0.05 then the residual data is normally distributed and if the value of sig < 0.05 then the residual data is not normally distributed.

**Table 1.** One-Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		72
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.91462866
Most Extreme Differences	Absolute	.067
	Positive	.067
	Negative	-.056
Test Statistic		.067
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source: Research Result, 2022

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significance value is greater than 0.05, namely 0.200, so it can be concluded that the data is classified as normally distributed.

**Multicollinearity Test**

(Priyatno, 2018:134), Multicollinearity is the state of the regression model where there is a perfect or near perfect correlation between independent variables where a good regression model should not have a perfect or near perfect correlation between the independent variables. The multicollinearity test method commonly used is by looking at the Tolerance and Variance Inflation Factor (VIF) values in the regression model where the VIF value is less than 10 and has a Tolerance number more than 0.05.

**Table 2.** Multicollinearity Test

		Coefficients <sup>a</sup>					Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
		B	Std. Error	Beta				
1	(Constant)	4.463	2.816		1.585	.118		
	Kompetensi Kerja	.414	.081	.464	5.091	.000	1.000	1.000
	Semangat Kerja	.423	.086	.451	4.943	.000	1.000	1.000

a. Dependent Variable: Kinerja

Source: Research Result, 2022

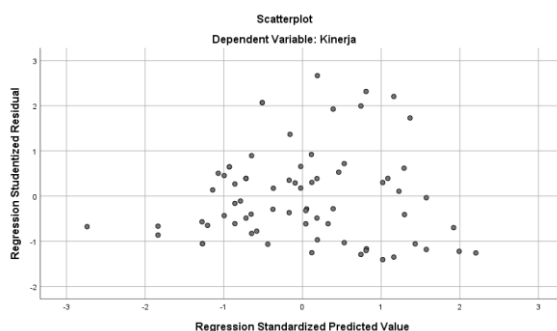
Based on the table above, it can be seen that all variables have a tolerance value of more than 0.05 and a VIF value of less than 10 which can be concluded that there is no problem in the multicollinearity test.

**Heteroscedasticity Test**

(Riyanto & Hatmawan, 2020: 139), the heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another

observation. Scatterplot method by looking at the graph plot between the predicted value of the dependent variable, namely ZPRED with the residual SRESID. In the Scatterplot method, the criteria in the assessment are as follows:

1. If there is a certain pattern, such as dots that form a certain regular pattern (wavy, widen and then narrowed), then it identifies that heteroscedasticity has occurred).
2. If there is no clear pattern, and the points spread above and below the number 0 on the Y axis, then there is no heteroscedasticity.



**Figure 3. Scatterplot Graphic**

Based on the scatterplot graph presented, it can be seen that the points spread randomly and do not form a clear pattern and spread both above and below zero on the Y axis. This means that there is no heteroscedasticity in the regression model, so the regression model can be used to predict achievement based on input of the independent variable.

**Multiple Linear Regression Analysis**

(Priyatno, 2018:107), multiple regression analysis is an analysis to find out whether there is a partial or simultaneous significant effect between two or more independent variables on one independent variable. The multiple linear regression equation with 2 variables is as follows:

**Table 4. Multiple Linear Regression Analysis Test**

		Coefficients <sup>a</sup>				Collinearity Statistics		
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
Model		B	Std. Error	Beta				
1	(Constant)	4.463	2.816		1.585	.118		
	Kompetensi Kerja	.414	.081	.464	5.091	.000	1.000	1.000
	Semangat Kerja	.423	.086	.451	4.943	.000	1.000	1.000

a. Dependent Variable: Kinerja

Source: Research Result, 2022

$$Y = 4,463 + 0,414 X_1 + 0,423 X_2 + e \tag{1}$$

Based on the above equation, it can be described as follows:

1. The constant ( $\alpha$ ) = 4.463 indicates a constant value, if the value of the independent variable (X1) is: work competence and the variable (X2) is: morale is worth 0, then performance is: still worth 4.463.
2. The coefficient X1(b1) = 0.414 indicates that the work competence variable (X1) has a positive effect on performance of 0.414. This means: every increase in the value of work competence (X1) by 1 unit, then the performance value will increase by 41.4%.

- The coefficient of  $X_2(b_2) = 0.423$  indicates that the variable morale ( $X_2$ ) has a positive effect on performance of 0.423. It means: every increase in morale value ( $X_2$ ) by 1 unit, then the performance value will increase by 42.3%.

**Coefficient of Determination**

(Wardana, 2020:177), The coefficient of determination is a value that states the proportion of the diversity of the dependent variable that can be explained or explained by a linear relationship between the independent variable and the dependent variable.

(Kurniawan & Yuniarto, 2016: 171-172), the greater the value of  $R^2$ , the better the model used. However, it should be noted that each additional independent variable into the model will increase the value of  $R^2$ , so that later interpretation errors can occur in determining the best regression model. A good model is a model that has a high  $R^2$  value with a minimum number of independent variables.

(Purnomo, 2019:31), the adjusted coefficient of determination (Adjusted R Square) is the result of adjusting the coefficient of determination to the degree of freedom from the prediction equation. This protects against increasing bias or error due to an increase in the number of independent variables and an increase in the number of samples.

**Table 5. Model Summary<sup>b</sup>**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.653 <sup>a</sup>	.427	.410	1.942

a. Predictors: (Constant), Semangat Kerja, Kompetensi Kerja

b. Dependent Variable: Kinerja

Source: Research Result, 2022

Based on the table above, the adjusted R Square ( $R^2$ ) value that has been correlated with the number of variables and sample size so as to reduce the element of bias in the event of additional variables or additional sample size obtained is 0.410. This means that the influence of work competence and work spirit on performance is: 41% and the remaining 59% is influenced by other factors originating from outside this research model such as: work motivation, incentives, compensation, work discipline, training and other variables.

**Simultaneous Hypothesis Testing (F Test)**

(Mulyono, 2018:113), the F test is used to determine whether simultaneous independent variables have a significant effect on the dependent variable. The degree of confidence used is 0.05. If the calculated F value is greater than the F value according to the table, then the alternative hypothesis is that all independent variables simultaneously have a significant effect on the dependent variable.

- $H_0$  is accepted, if  $F_{count} < F_{table}$  or sig value  $> 0.05$ .
- $H_0$  is rejected, if  $F_{count} > F_{table}$  or sig value  $< 0.05$ .

If there is acceptance of  $H_0$ , it can be interpreted as the insignificant multiple regression model obtained, resulting in no significant effect of the independent variables simultaneously (simultaneously) on the dependent variable.

**Table 6. Anova Test**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	193.603	2	96.801	25.663	.000 <sup>b</sup>
	Residual	260.272	69	3.772		
	Total	453.875	71			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Semangat Kerja, Kompetensi Kerja

Source: Research Result, 2022

Based on the table above, it is known that the value of  $F_{count} (25.663) > F_{table} (3.13)$  with a significant level of  $0.00 < 0.05$  so it can be concluded that there is a significant influence between work competence and work spirit on performance.

### Partial Hypothesis Test (t Test)

(Mulyono, 2018:113), the t-test is used to determine whether the independent variables partially have a significant effect or not on the dependent variable. The degree of significance used is 0.05. If the significance value is less than the degree of confidence, then the alternative hypothesis is accepted, which states that a variable partially affects the dependent variable. The t statistic test basically shows how far the influence of an independent variable is partially in explaining the dependent variable. Here are the criteria:

1.  $H_0$  is accepted and  $H_a$  is rejected if  $t_{count} < t_{table}$ , meaning that the independent variable has no significant effect on the dependent variable.
2.  $H_0$  is rejected and  $H_a$  is accepted if  $t_{count} > t_{table}$ , meaning that the independent variable has a significant effect on the dependent variable. Another alternative to see the effect partially is to look at the significance, if the significance value formed is below 5%, then there is a significant effect of the independent variable partially on the dependent variable. Conversely, if the significance formed is above 5%, then it does not significantly affect the dependent variable.

Table 7. Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.463	2.816		1.585	.118		
	Kompetensi Kerja	.414	.081	.464	5.091	.000	1.000	1.000
	Semangat Kerja	.423	.086	.451	4.943	.000	1.000	1.000

a. Dependent Variable: Kinerja

Source: Research Result, 2022

Based on the table above, it can be seen that:

1. On the work competence variable ( $X_1$ ), it can be seen that the value of  $t_{count} (5,091) > t_{table} (1,666)$  with a significance of  $0.000 < 0.05$  so it can be concluded that there is a significant positive effect between work competence on performance.
2. On the work spirit variable ( $X_2$ ), it can be seen that the value of  $t_{count} (4,943) > t_{table} (1,666)$  with a significance of  $0.000 < 0.05$  so it can be concluded that there is a significant positive effect between work spirit on performance.

## CONCLUSION

The conclusions that researchers can draw from the results of this study are as follows: Work competence has a positive and significant effect on the teaching performance of teachers at the Maitreyawira School of Deli Serdang. Work spirit has a positive and significant effect on the teaching performance of teachers at the Maitreyawira School of Deli Serdang. Work competence and work spirit have a positive and significant effect on the teaching performance of teachers at the Maitreyawira School of Deli Serdang.

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