



IMPACT OF WORKING ENVIRONMENT AND MOTIVATION ON DEPOK ASSALAM VOCATIONAL HIGH SCHOOL TEACHER PERFORMANCE

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ABSTRACT

This study aims to analyze the influence of working environment and motivation on Depok Assalam Vocational High School teachers. The amount of Depok Assalam Vocational teachers involved in this study were 35 people. The technique used to determine the sample is to use saturated samples, a method of collecting data using survey methods with questionnaires as the research instrument. The data analysis software used for this study is Statistical Product and Service Solutions. This study proves that environmental circumstances influenced the teachers' performance in a positive and significant way. In summary, working motivation gave a positive and significant influence to the teachers' performance.

Keywords: *Teacher Performance, Working Environment, Work Motivation*

1. INTRODUCTION

Human resources, whether in a formal or a non-formal organisation is an essential and dominant aspect to operations. The quality of human resources depends on education. This is because the quality of education is a determining factor in creating good human resources. The quality of education is mirrored by on-going education, and the teachers. With good and high-quality teachers, education quality can be increased.

A teacher is expected to perform as good as what those who have trusted the school wanted. For teachers, working environment is an environment that is used to improve knowledge and competency that can help working activities. Giving motivation to a person starts from necessity, which causes demand, tension and action. However, in Assalam Vocation High School, there have been no teachers who is in the "very good" category nor getting maximum score, while there is variation in teacher performance.

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Teacher performance is very important to achieve educational objectives and determine the quality of education, but it is based on many factors, such as working environment and motivation. Based on real conditions on the field it can be concluded that the foundation has not given appropriate facilities and employees are not challenged to finish their assignments, so they needed to be given motivation.

Therefore, teacher's performance is affected by several factors such as working environment and working motivation. This is because teachers who have high motivation and are supported by conducive working environment will try to understand the materials, manage the teaching programs, manage classes, using media or sources, understand the foundations of education, manage class interactions, review student performance, know support services and school administrations and apply research results. Thus, the title of this research is "Impact of Working Environment and Motivation on Depok Assalam Vocational High School Teacher Performance"

2. LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.1 Human Resources Management

According to Hasibuan (2017), human resources management is the science and art to manage employee relationships and functions effectively and efficiently to achieve company, employee and community goals.

2.2 Teacher Performance

According to Kompri (2015), teacher performance is a condition that shows a teacher's ability to do their assignments in school and it shows the teacher's activities. According to Supardi (2014), teacher performance is a teacher's ability to do their assignments and be responsible to their students by increasing the students' performance.

2.3 Working Environment

According to Sunyoto (2015), working environment is a very important component for employees. By paying attention to working environment and creating a motivating working conditions, employee performance will be impacted. According to Nuraini (2013), working environment is everything surrounding employees that can affect their performance such as air conditioner, lighting and others.

2.4 Working Motivation

According to Robbins and Judge (2015), motivation is a process that identifies a person's intensity, direction and persistence to achieve their goals. On the other hand, according to Mangkunegara (2014), motivation is a condition or energy that motivates employees to achieve organizational goals.

According to Siswanto (2015), working motivation can give energy to move potentials, creating demands while increasing vitality. Each side follows the rules by respecting each other's needs, understanding each other in an operational working process.

2.5 Theoretical Framework

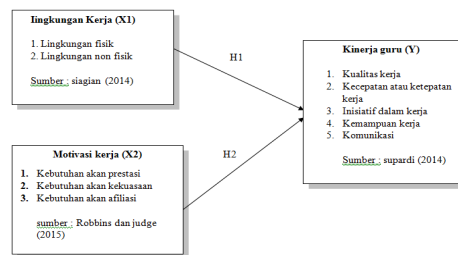


Figure 1: Theoretical Framework

3. METHODS

3.1 Research Design

According to Sugiyono (2017), a research variable is a variable that is determined by the researcher to be studied so that a conclusion can be drawn, There are independent variables (X) and dependent variables (Y). The research design for this research is a causal research.

The research design used for this research is a quantitative causality which is finding the relationship between variables. In this research, SPSS version 25 is used.

3.2 Variable Definitions

Table 3.1 Teacher Performance (Y)

Variable	Dimension	Indicator	Scale	Code
Teacher Performance (Y)	Work Quality	1. Understanding of materials	Ordinal	KG 1
		2. Teaching process management		KG 2
		3. Class Management		KG 3
	Work Efficiency and Accuracy	1. Media Usage		KG 4
		2. Teaching Framework Understanding		KG 5
		3. Teaching Program Planning		KG 6
	Work Initiative	4. Class Leadership		KG 7
		5. Interaction Management		KG 8
	Work Ability	6. Reviewing student performance		KG 9
		7. Variation of Teaching Methods		KG 10
		8. Understanding information services and functions		KG 11

Communication	9. Understanding school administrations	KG 12
	10. Applying research results to improve teaching quality	KG 13

Table 3.2 Working Environment (X1)

Variable	Dimension	Indicator	Scale	Code
Working Environment (X1)	Physical Environment	1. Building	Ordinal	LK 14
		2. Tools		LK 15
		3. Facility		LK 16
		4. Transportation		LK 17
	Non-physical Environment	5. Relationship with colleagues		LK 18
		6. Relationship with supervisor		LK 19
		7. Cooperation		LK 20

Table 3.3 Motivasi Kerja (X2)

Variable	Dimension	Indicator	Scale	Code
Working Motivation	Need for Achievement	1. Opportunity to succeed	Ordinal	MK21
		2. Opportunity to get education and training		MK22
		3. Using results as references for colleagues		MK23
	Need for Power	4. Power and responsibility.		MK24
		5. Promotion due to healthy competition		MK25

(X2)		6. Opportunity to help colleagues	MK26
	Need for Affiliation	7. Community Approval	MK27

3.3 Variable Measurement

The data measurement method used for this research is Likert scale, which is used to measure attitude opinion and perception of respondents regarding a phenomenon.

3.4 Population and Sample

3.4.1 Population

According to Sugiyono (2014), population is a general location consisting of objects or subjects with characteristics to be studied by the researcher so that conclusion can be drawn. In this research, the reserach subjects are 35 Depok Assalam Vocational High School teachers. Thus, the sample size is 35 respondents, whose data are obtained through questionnaires.

3.4.2 Sample

The sampling method used is saturated sampling, where the whole population is used. According to Sugiyono (2014) the closer sample size to population, the smaller the errors. Therefore, the whole population is included in the sample size to minimize errors, which are 35 respondents.

3.5 Data Analysis Software

The data analysis method software used is SPSS for Windows Version 25. The steps include validity test, reliability test, calculating adjusted R-squared, classical assumption tests (normality, linearity, multicollinearty and heteroskedasticity), multipline linear regression and F and t tests.

4. RESULTS AND DISCUSSION

4.1 Data Causality Test

4.1.1 Validity

Validity test is used to test the validity of a questionnaire. A questionnaire is considered valid if the questions can show what is being measured. An item is considered valid if the pearson correlation is higher than table correlation ($df = 35 - 2 = 0.3338$).

Table 4.1. Validity Test

Teacher Performance		
Statement	Pearson Correlation	Detail
KG1	0.713	Valid
KG2	0.493	Valid

KG3	0.607	Valid
KG4	0.622	Valid
KG5	0.520	Valid
KG6	0.754	Valid
KG7	0.573	Valid
KG8	0.799	Valid
KG9	0.445	Valid
KG10	0.478	Valid
KG11	0.797	Valid
KG12	0.456	Valid
KG13	0.748	Valid
Working Environment		
LK14	0,629	Valid
LK15	0.526	Valid
LK16	0.519	Valid
LK17	0.508	Valid
LK18	0.448	Valid
LK19	0.638	Valid
LK20	0.613	Valid
Working Motivation		
MK21	0.731	Valid
MK22	0.543	Valid
MK23	0.688	Valid
MK24	0.725	Valid
MK25	0.854	Valid
MK26	0.555	Valid
MK27	0.598	Valid

Based on Table 4.1, all items in the questionnaire is valid as the calculated Pearson correlation is higher than 0.3338.

4.1.2 Reliability Test

Reliability test is used to determine the consistency of measurements using questionnaires. It tests whether or not the results are consistent when the process is repeated. Reliability test is a continuation of validity test, where the ones who are tested are only the ones that are valid. A questionnaire is reliable when the Cronbach's Alpha is more than 0.6 or 0.7.

Table 4.2. Reliability Test

Variabel	Cronbach's Alpha	N of Items	Keterangan
Kinerja Guru	0,865	13	Reliabel
Lingkungan Kerja	0,622	7	Reliabel
Motivasi Kerja	0,793	7	Reliabel

Sumber: Hasil Pengolahan Data dengan Program SPSS 25

Based on Table 4.2, teacher performance, working environment and working motivation are reliable variables. This means the items are consistent.

4.2 Classical Assumption Tests

4.2.1 Normality Test

Based on Figure 4.1, it can be seen from the Normal P-P plot that the data is normally distributed. This is because the dots are spread around the diagonal line.

4.2.2 Multicollinearity Test

Multicollinearity test is used to test whether there is a correlation between independent variables in a regression model. There should be no correlation between the independent variables. If there is correlation then the variables are not orthogonal.

Table 4.3. Multicollinearity Test Result

Variabel Bebas	Tolerance	VIF
Lingkungan Kerja	0.632	1.582
Motivasi Kerja	0.632	1.582

Sumber: Hasil Pengolahan Data dengan Program SPSS 25

Based on Table 4.3, it can be seen that the both variables have tolerance values that is higher than 0.10 and VIF lower than 10. Thus, there is no multicollinearity.

4.3.3 Heteroskedasticity Test

Heteroskedasticity test is used to test whether the variance of the errors is not constant. If it is constant, then it is homoskedastic and if it is not constant it is heteroskedastic (Ghozali, 2016).

Table 4.4. Heteroskedasticity Test Result

Variabel Bebas	Signifikansi
Lingkungan Kerja	0,466
Motivasi Kerja	0,596

Sumber: Hasil Pengolahan Data dengan Program SPSS 25

Based on Table 4.4, using Spearman's rho correlation it can be seen that its significance level is higher than 0.05. Therefore, there is no heteroskedasticity in this model. Reliability test is used to determine the consistency of measurements using questionnaires. It tests whether or not the results are consistent when the process is repeated.

4.3.4 Linearity

Linearity test is used to observe whether the impact of working environment and work motivation on teacher performance is linear or not. If they are linear, then a linear regression is used. If they are not linear, they a non-linear regression is used.

Table 4.5. Linearity Test

Variabel Bebas	Signifikansi	Keterangan
Lingkungan Kerja	0,206	Linier
Motivasi Kerja	0,751	Linier

From the table above the significance level is compared to 0.05 to make decisions.

1. If it is lower than alpha then there is no significant linear relationship between the independent and dependent variables.
2. If it is higher than alpha then there is a significant linear relationship between independent and dependent variables.

The value $0,206 > 0,05$ so there is a linear relationship between working environment and teacher performance and $0,751 > 0,05$ so there is a linear relationship between working motivation and teacher performance. Since the values are higher than 0.05, the model can be used to estimate teacher performance.

4.3 Model Tests

4.3.1 Coefficient of Determination

Table 4.6. Coefficient of Determination (R^2)

R Square	Adjusted R Square
0,717	0,699

Sumber: Hasil Pengolahan Data dengan Program SPSS 25

Based on Table 4.6, it can be seen the adjusted R-squared values is 0.699. This means that 69.9% of the variation in teacher performance is explained by the independent variables, while 30.1% of the variation is explained by other variables that are not included in the model such as leadership style, work satisfaction, work discipline, compensations and other factors.

4.3.2 F ANOVA Test

F ANOVA test is used to test whether or not the independent variables are jointly significant (Ghozali, 2016).

Table 4.7. F ANOVA Result Test

F Hitung	Signifikansi
40.543	.000 ^b

Based on table 7, the F ANOVA test statistics is 40.543 and the significance level is 0.000. F table can be seen from the F distribution table with df 1 = 2 and df2 = 53-2 = 33. F table is 3.29. Thus, the result shows that the models are valid using linear regression model and t tests.

4.4 Multiple Linear Regression

Table 4.8. Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
	(Constant)	,269	,386		
Lingkungan Kerja	,351	,125	,332	2,804	,009
Motivasi Kerja	,572	,112	,603	5,102	,000

Sumber: Hasil Pengolahan Data dengan Program SPSS 25

$$KG = 0,332LK + 0,603MK$$

1. The coefficient of working environment is 0.332 which shows that working environment has a positive impact on teacher performance. This means that the better the working environment, the better the teacher performance.
2. The coefficient of working motivation is 0.603 which shows that work motivation has a positive impact on teacher performance. This means that the higher the motivation, the higher the teacher performance.

4.5 Hypothesis Testing Results

Hypothesis testing is used to observe if the independent variable has an impact on the dependent variable. Conclusions will be drawn on whether the hypothesis is accepted or rejected. Partial t-test is used to observe its significance.

Variabel	t Hitung	Signifikansi
Bebas		
Lingkungan Kerja	2.804	0.009
Motivasi Kerja	5.102	0.000

Sumber: Data Primer (diolah dengan program SPSS 25)

The hypothesis test for working environment gives a t-statistic of 2.804 which is higher than the t table value 2.03452 and its significance of 0.0009 which is lower than 0.05. This means that working environment has a significant impact on teacher performance.

The hypothesis test for work motivation gives a t-statistic of 5.102 which is higher than t table of 2.03452. Its significance value is 0.000 which is lower than 0.05, which means that work motivation has a significant impact on teacher performance.

5. CONCLUSION

Based on results and discussion, the following conclusions can be drawn

1. Working environment has a positive significant impact on teacher performance.
2. Work motivation has a positive significant impact on teacher performance.

Recommendation

1. For Schools

Based on the conclusions, the following recommendations can be drawn.

- a. To increase teacher performance, the school has to provide better facilities so that the teachers can work comfortably.
- b. To increase teacher performance, school leaders should increase teacher achievements.

2. For Researchers

For the next researchers, the research should be done in other companies or institutions with more variables.

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