

ID 004-H

Analysis of the Influence of Work Discipline, Competency and Compensation on Teacher Performance at SMP Negeri 4 Kota Tangerang Selatan

^{1*}Suwanto, ²Priehadi Dhasa Eka, ³Muhammad Gandung, ⁴Randhy Agusentoso
⁵Hafis Laksmana Nur Aldy

Department of Management, Faculty of Economic, Universitas Pamulang, Banten
**Corresponding author: dosen01813@unpam.ac.id*

Abstract. *The purpose of this study was to determine the effect of discipline, competence and compensation on teacher performance. In this study, the independent variable is discipline (X1), competence (X2) and compensation (X3), while the dependent variable is teacher performance (Y). This study was conducted on 82 respondents from 103 existing populations. This research method uses multiple regression analysis method based on the explanation of quantitative analysis. The aim is to explain the aspects that are appropriate or relevant to the observed phenomenon and explain the characteristics of the existing problem. The results of the study show that work discipline, competence and compensation simultaneously have a significant effect on teacher performance with the results of $F_{count} > F_{table}$ ($65.443 > 2.72$) or in a percentage of 71.6%, while the remaining 28.4% is explained by other variables not proposed in this study.*

Keywords: *Work Discipline, Competence and Compensation, Employee Performance.*

1. INTRODUCTION

Teachers as educators are the main characters who get along the most and interacting with students compared to other personnel in the school. Even when compared to the elderly at home. In addition to an educator, a teacher is able to guide, nurture, and train students. Teachers have responsibilities and roles in planning, implementing, and evaluating, both in the learning process, assessing learning outcomes, conducting guidance, and training in terms of intellectuality (knowledge), attitude (behavior) and skills (ability) to the learners.

The quality of learners who will be the successor of the nation is very influential on the quality owned by teachers, and also why the programs provided by schools and government educational institutions to teachers for learners must be qualified and synergize well. It is to provide smoothness and kindness to all aspects related and in direct contact in the world of education. Yayasan Sekolah Islam Terpadu Permata Madani was established in 2014, consisting of Daycare, TK, SD, and SMP engaged in education to create a generation of human resources that are more characterful, qualified and good character for the future progress of the Indonesian nation. In this case the teacher must have a good quality that includes 4 aspects that exist in PERMENDIKNAS no. 16 of 2007, about the standards of academic qualifications and teacher competencies, including: Pedagogic Competencies, Personality Competencies, Professional Competencies and Social Competencies. From the variables of discipline, competence and compensation can be seen how the teacher performs. in Law No. 14, 2005 Article 1 paragraph (1) point 1 concerning Teachers and Lecturers stated that, "Teachers are professional educators with the main task of educating, teaching, guiding, directing, training, assessing, and evaluating learners on the early childhood education pathways of formal education, primary education, and secondary education".

2. LITERATURE REVIEW

2.1. Discipline

According to (H.A. Tabrani Rusyam and H. Sumina, 2017:3) defines discipline as the attitude

of loyalty and obedience of teachers to the rules of school institutions for specific purposes

with awareness of their duties and obligations. Whereas In opinion (Abdus Salam, 2014:194) Discipline is a life attitude and behavior that reflects responsibility to life, without coercion from the outside. This attitude and behavior is embraced based on the belief that it is beneficial for yourself and society.

2.2. Competence

According to Law No. 13/2003 on Employment article 1 paragraph 10: Competence is the working ability of each individual that includes aspects of knowledge, skills and work attitudes in accordance with established standards. Whereas in the opinion of According to (Wibowo, 2010:324-325) competence is an individual characteristic that underlies performance or behavior in the workplace. Performance at work is influenced by; knowledge, abilities, and attitudes; work style, personality, interests and interests, fundamentals, values of attitude, trust, and leadership style.

2.3. Compensation

Compensation as teacher's income in this case has been stipulated in Law No. Article 5 of 2005 concerning teacher obligations and rights, namely: Income above minimum living needs as well as covering basic salary, allowances attached to salaries, as well as other income in the form of professional benefits, functional benefits, special benefits, and additional benefits related to his duties as a teacher determined by the principle of appreciation on the basis of achievement. Teachers appointed by the education unit organized by the Government or local government are given salaries in accordance with the legislation. Teachers appointed by the education unit organized by the community are given salaries based on employment agreements or collective labor agreements.

Whereas in the opinion of According to (Hasibuan, 2010:19) Compensation is all income in the form of money either directly or indirectly in return for services provided to the company.

2.5. Teacher Performance

According to the law of the Republic of Indonesia No. 14 of 2005 tentag teachers and lecturers" teachers are professional educators with the main task of educating, teaching guiding directing train, assessing, and evaluating learners in early childhood education, primary education and secondary education".

In law No.14, 2005 explained that: "teachers have a position as professionals at the level of early childhood education, primary education, and secondary education on formal education paths that are attached in accordance with the laws and regulations. (Article 2 of Law No. 14:2005). Furthermore, it is stated that: "teachers must have academic qualifications, competencies, certificates of educators, physical and spiritual health, and have competencies to realize the objectives of national education" (article 7 of Law No. 14:2005).

3. RESEARCH METHODS/METHODOLOGY

This research uses multiple regression analysis method based on quantitative analysis explanation. The goal is to explain the aspects that are appropriate or relevant to the observed phenomenon and explain the characteristics of the existing problem. Population is the whole object of research that has certain characteristics to be studied and then drawn conclusions. The population can be people as well as other natural objects (Sugiono, 2000-27). The population in this study was 103 teachers at SMP Negeri 4 in South Tangerang. The sample in this study was using the formula Population Slovin Ashari (1996), $n = 81,909$ (82) In order for the necessary data to be used effectively and efficiently, it needs to be determined: what data is needed, what kind of data needs to be determined, where the data source, and by what techniques the data is collected.

According to (Sugiyono 2013: 147) descriptive statistics are statistics used to analyze data by explaining the description of data that has been collected as is or original without intending to make generally applicable conclusions, usually in descriptive statistics provide

an overview of data based on min, median, mode, division standards and variances.
Data Quality Test using Validity Test and Reliability Test. Classic Assumption Test using Normality Test, Heteroscedasticity Test, Multicollinearity Test while Statistical Test using Multiple Regression Analysis, Determination Coefficient and Hypothesis Test

4. RESULTS AND DISCUSSION

2.1 . Regression Analysis

a. Multiple Linear Regression Analysis Table 1

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.208	3.772		.585	.560
DICIPLINE (X1)	.034	.109	.025	.313	.755
COMPETENCY(X2)	.645	.104	.637	6.212	.000
COMPENSATION (X3)	.270	.132	.226	2.045	.044

1. The coefficient of Dicipline regression $b_1=0.034$ can be interpreted that if the value of Dicipline increases by one then the value of Employee Performance will also increase by 0.034.
2. Competency b_2 regression coefficient = 0.645 can be interpreted that if the Competency value increases by one then the value of Employee Performance will also increase by 0.645.
3. Coefficient regression Compensation $b_2=0.270$ can be interpreted that if the value of Compensation increases by one then the value of Employee Performance will also increase by 0.270.
4. Coefficient regression Compensation $b_2=0.270$ can be interpreted that if the value of Compensation increases by one then the value of Employee Performance will also increase by 0.270.

2.2 R Square Compensation Determination Coefficient Test for Employee Performance Teachers (X3 and Y)

Table 2

Coefficient Test Results R Square X_1, X_2, X_3 Dan Y
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.846 ^a	.716	.705	3.386

a. Predictors: (Constant), COMPENSATION (X3), DICIPLINE (X1), COMPETENCY(X2)

b. Dependent Variable: EMPLOYEE PERFORMANCE(Y)

From the table above, Adjusted R Square value is obtained by 0.716 which indicates that variable Y (Performance) is influenced by variable X1 (Dsiplin), variable X2 (Competency) and variable X3 (Compensation) of 71.6% and the remaining 28.4% is influenced by other factors that are not studied.

2.3 . Hypothesis Test

Table 3
Statistical Test Results t

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.208	3.772		.585	.560
DICIPLINE (X1)	.034	.109	.025	.313	.755
COMPETENCY(X2)	.645	.104	.637	6.212	.000
COMPENSATION (X3)	.270	.132	.226	2.045	.044

Dependent Variable: Employee Performance (Y)

1. The coefficient of Dicipline regression $b_1=0.034$ can be interpreted that if the value of Dicipline increases by one then the value of Employee Performance will also increase by 0.034.
2. Competencyregression coefficient = 0.645 can be interpreted that if the Competency value increases by one then the value of Employee Performance will also increase by 0.645.
3. Coefficient regression Compensation $b_2=0.270$ can be interpreted that if the value of Compensation increases by one then the value of Employee Performance will also increase by 0.270.

Effect of Dicipline (X1), Competency(X2) and Compensation (X3) on Employee Performance(Y) There is an effect of dicipline (X1), competency(X2) and compensation (X3) on Employee Performance(Y) with evidence of Fhitung of 65.443 and significance of 0.000. So $F_{hitung} > F_{tabel}$, ($65,443 > 2.41$) and significance less than 5% ($0.000 < 0.05$). This means that together the free variables consisting of dicipline variables (X1), competency(X2) and compensation (X3) have a positive and significant effect on employee performance(Y) variables. And Adjusted R Square value of 0.716 which indicates that variable Y (Performance) is influenced by variable X1 (Dicipline), variable X2 (Competency) and variable X3 (Compensation) of 71.6% and the remaining 28.4% is influenced by other factors that are not studied.

CONCLUSION

Based on the results of the study, it can be concluded as follows, dicipline has a significant effect on Employee Performanceguru with greater t_{hitung} results ($5,798 > 1,664$) or in percentage terms of 29.6%, while the remaining 70.4% is explained by other variables. Competency has a significant effect on Employee Performanceguru with a greater yield of t_{hitung} ($13,506 > 1,664$) or in percentage by 69.5%, while the remaining 30.5% is explained by other variables. Compensation has a significant effect on Employee Performanceguru with a greater yield of t_{hitung} ($10,318 > 1,664$) or in percentage terms of 57.1%, while the remaining 42.9% is explained by other variables. Dicipline, competency and compensation simultaneously have a significant effect on Employee Performanceguru with results $F_{hitung} >$

F_{tabel}, (65,443 > 2.72) or in percentage by 71.6%, while the remaining 28.4% is stretched by other variables not proposed in this study such as motivation, training, and others.

REFERENCES

- E.Mulyasa. 2007, *Standar Competency dan Sertifikasi Guru*, Remaja Rosdakarya, Bandung.
- Effendy, A. A., Sunarsi, D., Kristianti, L. S., Irawati, L., & Wahyitno, W. (2020). Effect Of Giving Reward and Motivation to Employee Productivity In PT. Sinar Kencana Jaya In Surabaya. *HUMANIS (Humanities, Management and Science Proceedings)*, 1(1).
- Gandung, M., & Suwanto, S. (2020). Analisis Pengaruh Compensation Dan Gaya Kepemimpinan Terhadap Employee Performance Karyawan Pada PT. Surya Rasa Loka Jaya Di Jakarta Barat. *JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia)*, 3(3), 236-245.
- John R. Schermerhorn Jr. 2011, *Management*. John Wiley, New York.
- Hasibuan, Malayu S.P, 2012. *Manajemen Sumber Daya Manusia*. Bumi Aksara, Jakarta
- Moeheriono. 2014, *Pengukuran Employee Performance Berbasis Competency– Competency Based Human Resources Management*, Edisi Revisi Cetakan ke 2. Rajawali Pers, Jakarta.
- Peraturan Pemerintah RI No. 19 Tahun 2005, *Tentang Standar Nasional Pendidikan* pasal 28 ayat 3.
- Peraturan Menteri Negara Pendayagunaan Aparatur Negara Dan Reformasi Birokrasi No. 16 Tahun 2009, *Tentang PK Guru*.
- Permendiknas No. 44/U/2002 Tahun 2002 *Tentang Komite Sekolah*.
- Priehadi Dhasa eka n Suwanto 2020, *Audit Sumber Daya Manusia*, Desanta Multiavisistama
- Riduwan, DR., 2013, *Metode dan Teknik Menyusun Tesis*, Alfabeta, Bandung
- Sekretariat Negara RI, Permendiknas Nomor 41 Tahun 2007 *tentang Standar Proses untuk Satuan Pendidikan Dasar dan Menengah*, Departemen Pendidikan Nasional.
- Suwanto 2020, *Manajemen Sumber Daya Manusia* , Desanta Multiavisistama
- Suwanto 2020, *Strategi Pemberdayaan potensi pemuda karang taruna*, Desanta Multiavisistama
- Suwanto, S. (2019). Pengaruh Dicipline Kerja Dan Motivasi Kerja Terhadap Employee Performance Karyawan Pada Rumah Sakit Umum Tangerang Selatan. *JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia)*, 3(1), 16-23.
- Suwanto, S. (2019). Pengaruh Dicipline Kerja Dan Motivasi Kerja Terhadap Employee Performance Karyawan Pada Rumah Sakit Umum Tangerang Selatan. *JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia)*, 3(1), 16-23.
- Suwanto, S. (2019). Pengaruh Gaya Kepemimpinan Dan Lingkungan Kerja Terhadap Employee Performance Karyawan Unit Telesales Pada PT BFI Finance Indonesia TBK. *Jurnal Ekonomi Efektif*, 1(2).
- Suwanto, S., & Eka, P. D. (2020). Analysis Of Leadership Style Influence, Job Motivation, And Compensation Towards Teacher Satisfaction On The Foundation Of Al-Hasra Bojongsari. Depok City. *International Journal of Advances in Social and Economics*, 2(3).
- Suwanto, S., Eka, P. D., Agusentoso, R., Juanda, A., & Kurniawan, P. (2020). Menggali Potensi, Memotivasi Dan Mengarahkan Generasi Muda Menyongsong Dunia Kerja Pada PKBM Cipta Tunas Karya Cipondoh Kota Tangerang. *Jurnal Pengabdian Dharma Laksana*, 2(2), 132-136.
- Suyanto, Asep Jihad. 2013, *Menjadi Guru Profesional Strategi Meningkatkan Kualifikasi dan Kualitas Guru di Era Global*. Penerbit Erlangga, Jakarta.
- Tabrani Rusyam, Sumina. 2017, *Menjadi Guru Berdiscipline . Cet. 1 Tegal : CV. Nabil Sukses Mandiri*.
- Yuangga, K. D., Jasmani, J., & Sunarsi, D. (2017). The Influence of Technology Determinism and Technology Literacy on Student Learning Outcomes (On MA Daarul Hikmah Pamulang). *PINISI Discretion Review*, 1(1), 23-30.