

Analysis Of Factors Affecting Teacher Performance At State Elementary School In Rangsang Pesisir District Riau Province

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Abstract: The objective was to determine the factors that influence the high and low performance of teachers in state elementary school in Rangsang Pesisir district. this research uses percentage analysis method and quantitative and qualitative descriptive statistics. the result is that the factors of organizational commitment, organizational culture, work motivation, leadership style, job satisfaction and work environment are very influential on the performance of teachers furthermore, when viewed from the aspect of factors specifically, the specific factors of these general factors can affect the work results and performance of civic servant teachers in state elementary school with a very influential category.

Keywords: factors, influence, performances, teachers, meranti island

INTRODUCTION

Basically, humans almost certainly need education, because that is the basis in human knowledge in improving and developing identity and character as human resources, in order to achieve progress and glory and success, both career and financial. this is very much in line with the educational objectives set out in the national education system law no. 20 of 2003 in article 1, the first paragraph, that education is a means in pursuing the learning process to actively increase the potential of students, both spiritual potential, self-potential, psychological potential, intellectual potential, morals and manners and having skills for the benefit of themselves, society, and society, nation and state.

Educational institutions will produce quality graduates, if the performance of teachers in the pbm (teaching-learning in english) process runs according to educational goals. the success of teachers in pbm can be seen from the performance of teachers, this can be viewed from two aspects: 1). in terms of the process, the teacher is said to be successful if he is able to involve most of the students actively both physically, mentally and socially in the learning process. 2). when viewed from its output, a teacher is considered successful,

if it can change the morals of students which leads to the ability to interpret the basics of a subject (mulyana, 2017).

Theories for measuring teacher performance are quite varied, it's just that at what points will their performance be measured. one of the models for measuring the relationship with teacher performance, it can simply be measured through two approaches, namely the teaching device preparation approach or often referred to as silabus and lesson plan (lesson plan in english), as well as learning outcomes using the car (capital adequacy ratio) approach (utami, 2010).

Table 1. Number of teachers arrange, implementing and evaluating lesson plan t.a 2016-2019

Year	Teachers	Arrange Lesson Plan	Apply Lesson Plan	Evaluate Lesson Plan
2016	51	51	30	20
2017	56	56	53	30
2018	57	57	50	25
2019	58	58	52	28

Source: meranti islands district education department

Based on the table above, it shows that teacher performance from the aspect of preparing lesson plans with evaluation of learning tools tends to decrease. this condition illustrates that in

planning, implementing and evaluating the lesson plan, it has not fully worked out well, as concrete evidence of the situation, it can be seen in table 1.1 which shows that of all the teachers who compiled the lesson plan, only 82.3% carried out the evaluation and only 56.78% carried out the evaluation.

The review of the researchers by carrying out the research concept through simple observation in the research field, it was found that the performance of civic servant teachers at state elementary school in the rangsang pesisir sub-district, which amounted to 14 schools, was still very low, did not show an advanced and exemplary human resource, both organizational commitment, organizational culture, motivation, leadership style and satisfaction as well as work environment.

To empirically prove the performance of civic servant teachers at state elementary school throughout the rangsang pesisir sub-district, it is necessary to conduct in-depth and thorough research, so that it can be seen the factors that affect the performance of civic servant teachers, which will then look for a formulation as a solution, then apply the solution to low performance. civic servant teachers at state elementary school in rangsang pesisir sub-district, the results of which will make the performance of civic servant teachers in state elementary school in rangsang pesisir sub-district increase and ideally in accordance with the mandate of the law and national education goals, this kind of framework of thinking encourages researchers to conduct research.

Some of the problems as described above, that teacher performance is an important factor in improving the quality of students, but teacher performance is heavily influenced by various factors, both from within and from outside the teacher. the purpose of this study later as an effort to obtain data on teacher performance and the factors that influence it in their performance, especially in elementary schools (sd) in rangsang pesisir district, meranti islands regency, and devoted only to factors that affect the performance of their civic servant teachers. the results of the researcher's temporary observation that the performance of civic servant teachers has not been maximized as it should be as an civic servant

teacher according to the mandate of their service as civic servant/pns state servants).

METHOD

Research design

this research is a quantitative descriptive study. describing a type of event or an event that occurs actually, systematically and according to data (sukardi, 2016). in this study, the authors do descriptive of each event that is the subject of research. descriptive is a study in obtaining values from independent variables, from one or several variables by not distinguishing whether or not there is a relationship between the two variables (sugiono, 2018). this descriptive research is one type of non-experimental quantitative study which is relatively easy. this study uses quantitative data obtained regarding the state of the subject or phenomenon from one population.

Among the research instruments that are often used in this study are questionnaires containing several question items regarding perceptions of the research problem. in addition to questionnaires, interview guidelines are also available as a follow-up to giving questionnaires so that the results of the study are more accurate. as with individual studies, data collection techniques in descriptive studies are carried out by preliminary studies, giving questionnaires, and interviews. then the data is processed based on appropriate data analysis techniques (muhajir, 2018).

The form design used in this study is a type of review or survey. reviews or surveys are used to find out the general description of population characteristics (sukmadinata, 2019: 6). in this study, the authors conducted a survey or observation using a quantitative study of the type of associative study with the purposive sampling technique.

Not only that, it also uses interviews and questionnaires as well as documentation if needed. the use of a simple linear regression analysis tool with the aim of testing the influence of variables x and y. the variables whose analysis technique was chosen by researchers because to determine the factors that influence (x) on the performance of civic servant/pns teachers in state elementary school se-kecamatan rangsang pesisir

Population and sample

The location of the research was carried out in rangsang pesisir district, meranti islands regency, riau province. this location was chosen because the state elementary school in the sub-district has weaknesses in the performance of its teachers. in addition, there are also some limitations of researchers, if they have to research elsewhere, while the work targets and workplaces of researchers are around stimulus, which will certainly make it easier for researchers later in fostering civic servant/pns teachers in all sub-district state elementary schools in stimulus, as well as as a form of community service around the workplace and building the homeland and building human resources around the work environment. the existence of the research results and the solutions that researchers offer will later become a reference for the uptd of the rangksang.

district education office in fostering civic servant/pns teachers, so that their performance is in accordance with the civic servant/pns oath as state servants and in accordance with law number 14 of 2005 concerning teachers as well as the civic servant law.

sampling is a process in selecting and determining what samples will be the basis for the object of research (sukamdinata, 2016: 252). usually sampling uses a random technique, but because there are not too many populations to be studied. although the sampling technique was specifically made based on the research objectives (sukamdinata, 2019: 251). so the sample in this study is the entire number of civic servant/pns teachers in state elementary school throughout the rangsang pesisir sub-district, totaling 83 civic servant/pns teachers.

Data collection

this research includes field research, so in this research the data collection uses:

1) Observation

Observing can also be done by seeing, smelling, hearing, touching and tasting. in the sense that observational studies can be carried out with tests, questionnaires, image recordings, sound recordings. meanwhile, systematic observations were carried out by observers using guidelines as an observation tool (arikunto, 2016: 157). at this stage, the researcher observed in the field using open observation, namely the researcher directly observed the performance of state elementary school teachers in the rangsang pesisir sub-district. by using this guide, researchers can record various

things that occur during pbm at state elementary school se-district rangsang pesisir, so that they can assess the performance of their teachers.

2) Interview

Interviews, which are often also called interviews or oral questionnaires, are a dialogue carried out by the interviewer (interviewer) to get information from the interviewee (interviewer). interviews were used by researchers to measure each person. physically, interviews are distinguished into structured interviews and unstructured interviews (arikunto, 2016: 155). there is another thing called group interview which often takes the form of giving several systematic questions to several individuals as a group simultaneously (denzin & lincoln, 2016). at this stage, interviews were conducted on the entire population, namely 83 civic servant/pns teachers from 14 state elementary school.

3) Questionnaires

From each of the information above, so the questionnaire is a list of written questions given to a group of people regarding a problem to get information about the problem. the questionnaire or questionnaire in this study aims to get an overview of the factors that can affect the performance of civic servant/pns teachers at state elementary school in rangsang pesisir sub-district, namely 83 civic servant/pns teachers from 14 state elementary school

RESULTS AND DISCUSSION

Results

The factors that influence the performance of civic servant/pns teachers at state elementary schools throughout the rangsang pesisir district, meranti islands regency, riau province, this is the purpose of the research conducted as a form of reviewing and testing the hypothesis of previous researchers that there are factors that can affect teacher performance.

Looking at the data from observations and interviews with civic servant/pns teachers in all elementary schools in rangsang pesisir district, in general the performance of civic servant/pns teachers in state elementary schools in rangsang pesisir district is still quite low. the teacher's performance, in a simple way the researcher can describe that the causes that are the basis for the low teacher performance are as follows: 1). organizational commitment; 2). organizational

culture; 3). work motivation; 4). leadership style; 5). job satisfaction; and 6). work environment.

The six factors that cause the low performance of civic servant teachers in elementary schools throughout the rangsang pesisir sub-district, the data can be described in table form. from the questionnaire data distributed to 84 civic servant teachers in state elementary school throughout rangsang pesisir district, through the development of interview questions with the factors that influence them in detail and concretely, it can be concluded that teacher performance can be influenced by several factors, both internal and external, both internally and externally.

In general, teacher performance can be influenced by six general factors as the results of interview data, which resulted in 88.81% showing the influence of these six factors on the performance results of civic servant teachers in state elementary school in rangsang pesisir district. then the percentage figure is a very influential category of factors causing the high and low teacher performance.

It can be understood that the six factors in the interview results were developed to obtain more valid results, then certain values were found as shown in table 4.2 above, the data results showed that 93.45% of respondents said that these factors greatly influenced performance results. civic servant teacher at state elementary school in rangsang pesisir district. then 6.97 % of respondents said that these factors can affect the performance of civic servant teachers in state elementary school in rangsang pesisir district. next, the figure of 1.10% of respondents answered that the above factors did not affect the performance of civic servant teachers in state elementary school in rangsang pesisir sub-district. while the final value is 0.75% of respondents said that the above factors cannot affect the performance results of civic servant teachers in state elementary school in ransang pesisir district.

Table 2. Anova

No.	F	Sig.
1 regression	3,348	0,006

source: research data (2022)

From the table above shows that f_{count} is 3.348 while f_{table} is at a significant level (α) 0.05 with df 1 of 5 ($k-1=6-1$), df 2 of 77 ($n-k-1=84-6-1$), then f_{table} is obtained at 3.115.

Then $f_{count} > f_{table}$ which is $3.348 > 3.115$ this shows that H_0 is accepted and H_a is rejected. this means that there is a significant effect of the independent variables (x_1, x_2 etc.), from the table above shows that f_{count} is 3.348 while f_{table} is at a

significant level (α) 0.05 with df 1 of 5 ($k-1=6-1$), df 2 is 77 ($n-k-1=84-6-1$), then f_{table} is obtained at 3.115.

Then $f_{count} > f_{table}$ which is $3.348 > 3.11$ this shows that H_0 is accepted and H_a is rejected. this means that there is a significant effect of the independent variables (x_1, x_2, x_3, x_4, x_5 and x_6 (organizational commitment, organizational culture, work motivation, leadership style, job satisfaction and work environment) together, where the value is 3,348 .

Table 3. Coefficient of Determination

model	r	r square	adjusted r square	std. error
1	0.916	0.839	0.823	1.512

source: research data (2022)

It is known that the adjusted r square value is 0.823. this means that the contribution of the influence of the independent variables (x_1, x_2, x_3, x_4, x_5 and x_6 (organizational commitment, organizational culture, work motivation, leadership style, job satisfaction and work environment) on the dependent variable (y - teacher performance) is 82, 3%, while the remaining 17.7% is influenced by other variables not included in this study.

Discussion

After the researchers found out the results, from observation data, interviews and questionnaires, to all civic servant teachers in state elementary school in rangsang pesisir district, which generally showed that the performance of teachers in carrying out their duties as teachers could be influenced by several factors, including the following six factors: 1). organizational commitment; 2). organizational culture; 3). work motivation; 4). leadership style; 5). job satisfaction; and 6). work environment. of the six factors, it shows that 88.81% of these factors greatly affect the performance of civic servant teachers in state elementary school in rangsang pesisir district.

Organizational commitment in carrying out their duties as state servants (civic servant) should be able to make a teacher proficient in organizing, but some civic servant teachers who lack understanding of the organization then result in less high organizational commitment, this of course can affect their performance as teachers. so it is a necessity that an civic servant teacher in state elementary school throughout the rangsang pesisir subdistrict must be committed to organizing in the state elementary school educational institution where he is assigned and devoted himself, so that the teacher's performance is in line with the

expectations of the state who has made himself an civic servant teacher.

Organizational culture can also affect teacher performance. in organizing in state elementary school educational institutions, it is necessary to get used to the culture of organization, teachers who do not understand the functions of the organization and do not cultivate that the organization is an urgent matter, then the organizational culture in themselves is not imprinted and feels that the organization is not really needed, but sometimes it.

This occurs because the organizational culture in an state elementary school educational institution is not as expected, resulting in teacher reluctance to organize and an unfavorable organizational culture, also causing the problem that the organization makes things uncomfortable for civic servant teachers. but basically the culture in a good and conducive organization greatly affects the performance of teachers in carrying out their duties, especially civic servant teachers as state servants.

Work motivation is no less important than the two factors above, so as civic servant teachers at state elementary school, you must have motivation in carrying out your duties as civic servant teachers and must always be motivated, both from coworkers (civic servant teachers) in this case including organizational culture, steak holders who have an interest in educational institutions at state elementary school in order to promote a good level of education and according to the purpose of education to make humans have character and fear of god almighty. no less important is that work motivation comes from the leadership of the educational institution (principal) of the state elementary school where the teacher is in charge and carries out his duties, so that the motivation to work and carry out the oath as a state servant teacher (work) comes and comes from oneself, of course it will bring positive things for the teacher and the educational institution where the teacher serves and serves.

Leadership style is a factor that quite influences the performance of civic servant teachers in state elementary school in rangsang pesisir district. the high and low levels of teacher performance in carrying out their functions as teachers are almost certainly influenced by the leadership style in the educational institution where the civic servant teacher works, if organizational commitment is weak, organizational culture is not good, work motivation is nil, of course an illustration that the leadership style at state

elementary school is not in accordance with what the civic servant teachers want, then the results of the civic servant teacher performance are quite low and could be very low.

Job satisfaction is a fairly basic factor, moreover job satisfaction is measured financially or salary, sometimes a teacher will not feel satisfied with his work if the work and performance are less get appreciation from the authorities, both the leader (principal) with his leadership style or steak holders who are less indifferent to the weight or lightness of the work of civic servant teachers in carrying out their duties in elementary education institutions. this can happen because every civic servant teacher is certainly not the same in terms of distance from home to work, inadequate road infrastructure and others, while the rights they receive are not appropriate or inadequate with the existing situation, they do not get job satisfaction.

It results in decreased performance and less than optimal work results. even though at present the salaries of civic servant teachers are quite large, it may be in urban areas, while in rural areas it is certainly not the same, this is the cause of the inadequate performance of civic servant teachers in state elementary school in rangsang pesisir district. Due to Rangsang District is not in the rural area and it is located in the island near Malacca, the government give the higher salaries for civic servant teachers to teach students in marginal area. The teacher themselves will be given certain aspect of salaries such as transportation, accommodation and others salaries.

Work environment, this point approaches the factors of organizational motivation, organizational culture and leadership style. because all three are included in the scope of the work environment. if these three factors go well, then the performance will be good, but otherwise it is almost certain that the performance results will not be good, because it is an unfavorable work environment. the unfavorable working environment has resulted in an civic servant teacher at state elementary school submitting an application to transfer duties to another educational institution that is deemed to have a work environment in accordance with his identity as an civic servant teacher.

The six factors, after being properly analyzed according to the data analysis procedures in research and descriptive analysis, both quantitative and qualitative data, the work and performance of civic servant teachers in state elementary school in rangsang pesisir district can be

influenced by these factors, even respondents think according to the results data.

Observations, interviews and questionnaires, the performance of civic servant teachers in state elementary school is strongly influenced by these factors, either general factors or specific factors in the values of the six factors, for example as follows: 1). organizational commitment, the following factors in particular: a). willing to do additional work; b). willing to promote to the public; c). willing to comply with regulations; d). willing to provide input; 2). organizational culture, factors in particular: a). tolerance; b). conducive; c). commitment; d). coordination; 3). work motivation, particular factors: a). biography; b). personality; c). perception; d). ability; 4). leadership style, particular factors: a). decision-making; b). leader behavior; c). consolidation; d). discussion; 5). job satisfaction, in particular: a). aspects of work; b). salary aspect; c). promotional aspects; d). supervision aspect; and 6). work environment, particular factors: a). cleanliness; b). lighting; c). spatial; d). conducive.

Of the six factors and their derivatives, there are 24 factors specifically that can and greatly affect the work results and performance of civic servant teachers in state elementary school throughout rangsang pesisir district. this is a finding that is quite urgent for stakeholders, that the performance of civic servant teachers in state elementary school throughout rangsang pesisir district is quite low. so these factors must be followed up so that they are not sustainable, especially factors that have a significant impact, such as leadership style and job satisfaction.

CONCLUSION

From the explanation in the discussion of chapter iv above, this chapter can be concluded as a form of answer to the formulation of the research problem, namely 1). organizational commitment factor greatly influences the performance of civic servant/pns teachers at state elementary school se rangsang pesisir district, 2). organizational culture factors greatly influence the performance of civic servant/pns teachers at state elementary school se rangsang pesisir district, 3). the work motivation factor greatly influences the performance motivation of civic servant/pns teachers at state elementary school se rangsang pesisir district, 4). the leadership style factor greatly influences the performance of civic servant/pns teachers at state

elementary school se rangsang pesisir district. 5). job satisfaction factor greatly influences the performance of civic servant/pns teachers at state elementary school se rangsang pesisir district, 6). the work environment factor greatly influences the performance of civic servant/pns teachers at state elementary school se rangsang pesisir district.

The policy itself could be regulated and evaluate of the teachers to teach students with their knowledge and experience, this could be one step closer to help the country by educate the young generations.

Overall, it can be averaged that the above factors can affect the performance of civic servant teachers at state elementary school rangsang pesisir district with a very influential category. furthermore, if viewed from the aspect of specific factors, then the specific factors of these general factors can affect work results

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