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Article

## The Influence of Work Discipline and Work Motivation on the Performance of High School Teachers in Pemalang District

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**Abstract:** This research aims to examine the relationship between work discipline and work motivation teacher performance in Pemalang Regency. The hypothesis of this research is that work discipline has a positive effect and significantly on teacher performance, work motivation has a positive and significant effect on teacher performance, work discipline and work motivation have a simultaneous and significant effect on teacher performance. Researchers use the Slovin formula to determine the number of respondents who will used in this research, the tolerance value used is 5% for the total sample. The respondents to be used are 124 people, but the researchers here used 131 respondents because the results obtained by respondents were 131 teachers in Pemalang Regency. The test results Researchers found that the variables of work discipline and work motivation had a significant and positive effect on teacher performance in Pemalang Regency. The results of this research are: 1) Based on the results The T test for the work discipline and work motivation variables got a significance value of 0.00, which means more smaller than 0.05, which can be concluded that work discipline and work motivation have an influence positive towards teacher performance. 2) After the F test was carried out, the researcher obtained a significance value 0.00 and smaller than 0.05, which means that the work discipline and work motivation variables have an influence positive impact on performance. 3) Based on the test results, the coefficient of determination (adjusted R square) is known The adjusted R square value is 0.704, which means that 70.4% of the variation in the dependent variable performance is explained by two variables, namely work discipline and work motivation.

**Keywords:** *Work Discipline, Work Motivation, Teacher Performance.*

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### 1. Introduction

Pemalang Regency is located in Central Java Province, and is an area that has great potential in various sectors, including the education sector. As a district that continues to

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develop, Pemalang faces various challenges in efforts to improve the quality of education for its people. Education plays a vital role in developing quality and competitive human resources, which will ultimately contribute to the progress of the region as a whole. The level of education in Pemalang Regency reflects the various social, economic and cultural dynamics that exist in society. Based on data from the Central Statistics Agency (BPS), there are still gaps in access and quality of education between urban and rural areas. Many factors influence this, including the availability of educational facilities and infrastructure, the quality of teaching staff, and community participation in education.

One of the main challenges facing Pemalang Regency is the level of education which still needs to be improved, especially at the primary and secondary education levels. Many school age children do not have access to adequate education, and the school dropout rate is still a problem that must be resolved. In addition, the quality of education in rural areas often lags behind compared to urban areas, which is caused by a lack of educational facilities and qualified teaching staff. Based on data from the Central Statistics Agency (BPS), Pemalang Regency has 764 high school teachers with a total of 11 public high schools, and 1,656 vocational school teachers with a total of 12 vocational schools in Pemalang Regency.

Dessler [1] states that the quality of human resources is the overall determination and implementation of various activities and programs aimed at obtaining workforce, development and maintenance in an effort to increase support for increasing organizational effectiveness in an ethical and socially responsible manner. In this era of globalization and rapid technological development, the quality of education is one of the factors in determining the success of a nation. One of the important components in the education system is the teacher. Teacher performance really determines the quality of the teaching and learning process which will ultimately affect the quality of graduates. Therefore, improving teacher performance is one of the main focuses in efforts to improve the quality of education. Teachers are human figures who cannot be separated from the world of education. Teachers are the main factor in determining the quality of their students. In Law of the Republic of Indonesia no. 14 of 2005 concerning teachers and lecturers article 1 states that teachers are professional educators with the main task of educating, teaching, guiding, directing, training, assessing and evaluating their students in education, both in formal education, basic education and secondary education. A professional teacher is essentially a teacher who has complete awareness of his position as an educator [2]. Professional teachers are teachers who prioritize quality and quality of education, teacher services must meet the standardized needs of the community, nation and users and maximize students' abilities based on the potential and skills of each individual. To become a professional teacher, you must have several competencies. In Law on Teachers and Lecturers no. 14 of 2005 Chapter IV article 10 paragraph 1 explains that the competencies that a teacher must have include pedagogical competence, personality competence, social competence and professional competence. All of these competencies must be possessed by a teacher in carrying out his duties and responsibilities in order to have good performance.

Work discipline is one of the factors that influences performance. Stephen P. Robbins [3] defines work discipline as a form of self-control that encourages a person to comply with the rules and norms that apply in their work environment. Work discipline helps in maintaining order and efficiency in the workplace.

Mangkunegara [4] stated that motivation is an impulse that arises in a person that moves him to do something. Teachers who have high work motivation will always work hard to overcome all types of problems they face in the hope of achieving better results. Achieving goals cannot be separated from the teacher's motivation in working. Callahan and Clark in Mulyasa [5] explain that motivation is a driving or pulling force that causes behavior towards certain goals. Teacher performance is a teacher's effort to improve student learning achievement through teaching. According to Aritonang [6] teacher performance is the teacher's perception of teacher work performance which is related to work quality, responsibility, honesty, cooperation and initiative. Mulyasa [5] explains what factors can influence performance, including: motivation, ethics, discipline, education, skills, management, industrial relations, income, health, social security, work atmosphere and environment, quality of the workplace, technology used, as well as achievements. However, if we observe further the reality, teacher performance is still not optimal. Teachers are still lacking in managing student learning, such as not being creative in delivering material, so that students feel bored and pay less attention, teachers have not conducted research on classroom behavior, departures and returns do not match the predetermined working hours, and they are late for class. There is a phenomenon that occurs when researchers observe that there are often several teachers who arrive late and quite a few teachers who do not attend the morning assembly which is held every Monday. This phenomenon makes researchers interested in studying whether the indiscipline mentioned above could be one of the factors that influences the decline in teacher performance in an agency.

**Table 1.** Teacher Absence in 1(One) Pematang Regency High School 2023

Month	Number of working days	Number of employees	Employee is late	Presentation (%)
January	21	62	4	6%
February	20	62	5	8%
March	22	62	5	8%
April	15	62	8	13%
May	22	62	7	11%
June	21	62	7	11%
July	21	62	3	5%
August	22	62	5	8%
September	21	62	6	10%
October	22	62	2	3%
November	22	62	4	6%
December	19	62	4	6%

The table above shows that the lack of awareness of teacher work discipline in Pemalang Regency is seen as the number continues to decline in May 2023. The phenomenon of high data graphs occurring among teachers in Pemalang Regency requires analysis to find out what factors influence the decline in discipline. Meanwhile, the author conducted a preliminary survey of several students, there were complaints that lessons were delayed and late so that they were not on schedule and disrupted students' activities. To overcome this, leaders need to change more rules when it comes to human resource development. If an agency underestimates the issue of teacher work discipline, it is possible that the agency will experience a decline in teacher productivity and performance in the agency.

## **2. Literature**

### 2.1 Definition of Work Discipline

Work discipline is a strength that grows within employees, which allows them to adapt to existing rules in the company [7]. According to Busro [8] work discipline is the mental attitude of an individual or group that always tries to obey and follow all the regulations that have been set. Stephen P. Robbins [3] defines work discipline as a form of self-control that encourages a person to comply with the rules and norms that apply in their work environment. Work discipline helps in maintaining order and efficiency in the workplace.

### 2.2 Definition of Work Motivation

According to Murty [9], people who lack motivation tend to feel dissatisfied with their work and feel uncomfortable. According to Prawirosumarto, et al [10] motivation can support the level of discipline within an organization, for example when sanctions are given as a form of threat. However, these sanctions must be useful and used as a means of motivation to maintain discipline within an organization. McClelland [11] developed needs theory which highlights three main needs that motivate individual work, including the need for achievement, the need for affiliation and the need for power. Motivation is a relationship between ideas and movements that can stimulate someone to behave and move towards a goal [12].

### 2.3 Definition of Performance

According to Robert S. Kaplan and David P. Norton [13] organizational performance can be measured through a balanced scorecard, which includes financial, customer, internal process and learning and growth perspectives. Richard M. Steers [14] stated that performance is the result of work achieved in a certain period of time which reflects efficiency and effectiveness in achieving goals. Syafrina [15] defines performance as the achievement of activities that achieve quality and quantity in their execution and that must be achieved by all employees in the organization to carry out their work for which they are responsible. In Sutrisno's book [16] performance is the result of the achievements that have been achieved by all company employees, therefore the success of the organization really depends on all employees who have become the main actors in its business activities.

### **3. Methods**

The information collected is in the form of numerical data that can be calculated and evaluated using statistical criteria because this research uses a quantitative methodology. In other words, this final project research focuses broadly on the factors that cause work loyalty and the relationship between two or more variables, so it is a type of causal associative research.

### **4. Results**

Results and Discussion outline the research steps, including research design, research procedures, processing, research results and analysis of research results. The author can add the necessary subtitles to this section. It should provide a concise and precise description of the experimental results, their interpretation, as well as the experimental conclusions that can be drawn.

#### 4.1 Descriptive Analysis of Variables

##### 4.1.1 Work Discipline Variables

Based on the results of data processing on the work discipline variable (X1), it produces a total average value of 4.18, with the highest average of 4.33 for the statement "I always carry out my duties with full responsibility", and the lowest average of 3.93 for the statement "I carry out work tasks until completion every day." From the statement above, it can be concluded that the respondents carried out the assigned tasks with a high sense of responsibility. Continuing from the results of interview opportunities with several teachers, it was stated that the large number of assignments with tight schedules meant that teachers were unable to complete the assigned assignments. So the advice that can be given is that agencies or superiors can double-check the tasks given to their employees, whether there are any difficulties or overload regarding their tasks.

##### 4.1.2 Work Motivation Variables

Based on the results of data processing on the work motivation variable (X2) it produces a total average value of 4.17, with the highest average being 4.27, where the statement is "I have a cohesive work group", and the lowest average is 3.99 for the statement "The agency gives me the opportunity for promotion or promotion if I meet the requirements." From the statement above, it can be concluded that the majority of respondents feel that having a cohesive work group is more fun and increases enthusiasm, but respondents feel that the agency will give a promotion if they meet the requirements given, but if they do not meet the requirements they will not get a promotion or promotion. The advice that can be given is for agencies or superiors to provide opportunities for employees who have worked hard at their jobs by providing opportunities for promotion or promotion. Apart from that, there is a need for clarity of regulations and promotion or promotion mechanisms.

##### 4.1.3 Performance Variable

Based on the results of data processing on the performance variable (Y), it produces a total average value of 4.24, with the highest average value of 4.34 for the statement "I am rarely absent if it is not really urgent", and the lowest average value is amounting to 4.16 with the statement "I work according to the specified working hours". From the statement above, it can be concluded that the respondent admits that he is rarely absent if there is no urgent situation, but the respondent also asks that the respondent works beyond the specified hours

due to the large number of assignments, continuing from yesterday's interview opportunity with several teachers mentioning the existence of assignments not finished and had to be finished that day which made some teachers go home later than their working hours. The advice that can be given in this case is to make the best possible use of time to do the tasks given so that there is no delay in returning home from working hours.

#### 4.2 Hypothesis Testing

##### 4.2.1 F Test

Based on the test results, we got a significance value of  $0.00 < 0.05$ , and the F count was 155,806 with an F table of 3.07, which means  $F \text{ count} > F \text{ table}$ . So it can be concluded that there is a simultaneous influence between the variables of work discipline and work motivation on teacher performance.

##### 4.2.2 T Test

Based on the results of tests carried out by researchers, work discipline on performance has a significance value of  $0.00 < 0.05$  and  $t = 5.724 > t \text{ table} = 1.65$ , which means that the work discipline variable on performance has an influence. Meanwhile, work motivation has a significance value of  $0.00 < 0.05$  and  $t \text{ calculated for work motivation} = 5.421 > t \text{ table} = 1.65$ , which means that work motivation on performance has a partial influence.

### 5. Discussion

#### 1. Work Discipline on Performance (H1)

Hypothesis 1 of this study was concluded to be proven. This can be explained from the results of the t test carried out on the work discipline variable which has a significance value of 0.00, which means the value is smaller than 0.05, and it can be concluded that work discipline has a positive influence on the performance of high school teachers in Pematang Regency. proven to be true.

#### 2. Work Motivation on Performance (H2)

Hypothesis 2 of this study was concluded to be proven. This can be explained from the results of the t test carried out on the work motivation variable which has a significance value of 0.00, which means the value is smaller than 0.05, and it can be concluded that work motivation has a positive influence on the performance of high school teachers in Pematang Regency. proven to be true.

#### 3. Work Discipline and Work Motivation on Performance (H3)

The results of hypothesis 3 are declared proven. This is proven by the results of the F test which has been carried out on the work discipline and work motivation variables showing a sig value of 0.00, which means it has a value smaller than 0.05. So it can be explained that work discipline and work motivation have a positive influence on the performance of high school teachers in Pematang Regency. The truth is proven, which means H3 is accepted.

## **6. Conclusion and Recommendations**

### **6.1 Conclusion**

This research aims to determine the influence of Work Discipline (X1) and Work Motivation (X2) on the Performance (Y) of High School Teachers in Pemalang Regency. Based on the results of this research, the following conclusions were obtained:

1. Based on the results of the F test (Simultaneous), it is clear that there is a significant influence between the variables of work discipline and work motivation on teacher performance in Pemalang Regency. This can be explained by the significance value of  $0.00 < 0.05$  and the calculated F value of  $155,806 > F$  table 3.07.
2. Based on the results of the T (Partial) test, it is explained that there is a significant influence between work discipline variables on teacher performance in Pemalang Regency. This can be concluded by the presence of a significance value of 0.00, which means the value is smaller than 0.05.  $t$  calculated has a value of  $5.724 > t$  table 1.65.

### **6.2 Theoretical Suggestions**

It is hoped that the results of this research can be used as a reference for further research involving various subjects and research models. Future researchers can provide additional research variables so that measurements are not only based on work discipline and work motivation variables, but can also use other variables including workload, job satisfaction, or can add mediating variables.

### **6.3 Practitioner Advice**

1. Based on the statement above, it can be explained that the work discipline variable (X1) has the smallest value in the statement X1.8 with a value of 3.93, this is related to the tasks given every day by the agency. Therefore, researchers provide suggestions so that agencies can double-check the tasks that will be given to their employees. Are there any difficulties or overloads.
2. Based on the statement above, it can be explained that the work motivation variable (X2) has the smallest value in statement X2.7 of 3.99, this is related to the opportunity for promotion from superiors. Therefore, researchers provide suggestions for agencies and their superiors to provide opportunities for employees who have worked hard in their jobs by providing opportunities for promotion or promotion. Apart from that, there is a need for clarity of regulations and promotion or promotion mechanisms. These results are sufficient, but this needs to be improved.
3. Based on the statement above, it can be explained that the performance variable (Y) has the smallest value of 4.16, which explains that teachers work according to the working hours specified in statement Y2. The advice that can be given is to utilize the available time to do the tasks given so that there is no delay in returning home from working hours.

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