

The Influence of Motivation and Work Environment on Teacher Performance in Elementary Schools in North Jakarta

Farhan Az Zuhri Zaen¹, Fa'uzobihi², Taryanto³

Universitas Pertiwi

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Abstract

The purpose of this study is to determine the effect of work motivation, on teacher performance, determine the influence of the work environment on teacher performance and determine the influence of work motivation and work environment together on teacher performance in elementary schools in North Jakarta. This study used quantitative descriptive methods with data collection techniques through the distribution of questionnaires. In this study using saturated sampling with a sample of 31 employees in North Jakarta Elementary School, using multiple linear regression data analysis techniques. The results of this study show that there is an influence of work motivation, on teacher performance, knowing the influence of the work environment on teacher performance and knowing the influence of work motivation and work environment together on teacher performance in elementary schools in North Jakarta. The variables of work motivation and work environment have a moderate influence and have a contribution of 76.2% influence on teacher performance variables. The results of this study are expected to contribute to future research.

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Corresponding Author:

Farhan Az Zuhri Zaen

Pertiwi University

Email : 18120083@pertiwi.ac.id

1. INTRODUCTION

In the world of education in Indonesia is still classified as very low in the quality of *output*, this cannot be separated from the factors that influence each education unit. Many international institutions released the quality of national education in the last 5 years is very lagging behind some other testries.

Currently, the special problems of the world of education cannot be denied the low physical facilities, quality of teachers, low teacher welfare, low student achievement, low opportunities for equal distribution of education, low relevance of education to the needs and high cost of education. The key element in the world of education is the teacher. Then teacher performance must be really considered because individual performance is influenced by many factors

Employee motivation both in the position of educators and education staff has a very important role in improving the quality of education in Indonesia, so that the quality of education in Indonesia is greatly influenced by the quality of human resources in it, especially the school environment, while the work environment both physically and socially also has a very significant role.

Motive according to a desire stimulant (Hasibuan, 2014) and the driving force of one's will to work. Each motive has a specific goal to be achieved. Furthermore, according to **G.R Terry**, motivation is the desire found in an individual who stimulates him to perform actions. Motivation appears in two different aspects, (Hasibuan, 2014) *first* when viewed in terms of active / dynamic, motivation appears as a positive effort in moving, mobilizing, and directing the power and potential of the workforce, in order to productively succeed in achieving and realizing the goals set. *Second*, when viewed in terms of passive / static,

motivation will appear as a necessity as well as a stimulant to be able to move, mobilize and direct the potential and human work power in the desired direction

According to Munandar in, the work environment is a physical and social work (Anggiat P. Tambunan, 2018) environment which includes: physical conditions, space, place, work equipment, type of work, superiors, co-workers, subordinates, people outside the company, corporate culture, company policies and regulations.

The definition of Supardi's work environment in the work environment is the condition around the workplace both physically and non-physically that can give a pleasant impression (Virginia A. J. Rampisela & Genita G. Lumintang, 2020) , secure, calm, feel at home working and so on. The work environment is something that is around employees that affects the work process both in terms of physical and non-physical that gives a good impression

Work Environment According to Sedarmayanti in defining, "The physical work environment in the sense of all conditions around the workplace, will affect employees either directly or indirectly". Sunyoto further (Sri Wahyuningsih, 2018) (Sri Wahyuningsih, 2019) defined, "The work environment is part of a very important component in employees carrying out work activities.

Performance according to the output produced by the functions or indicators of a job or a profession in a certain time. (Wirawan, 2015)

According to (Anwar PrabuMangkunegara, 2014) , expressing the notion of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities he is given.

Stoner suggests that performance is a function of motivation, proficiency and perception. (M. Pabundu Tika, 2010) Build in stating, "Performance (Debby Endayani Safitri, 2019) is the result of work that a person achieves based on *job requirements*." Performance indicators include *quantity*, quality, precision time, *attendance* , team work.

According to Mathis & Jackson in the opinion that Performance is basically what employees do or do not do. Employee performance is what influences how much they contribute to the organization which includes: (1) quantity of output, (2) quality of output, (3) (Ahmad Rivai, 2020) *duration of output*, (4) attendance at work, and (5) cooperative attitude

The results of the study, it can be seen that (Dina Riskha Ariani et al., 2020) motivation variables have a significant effect on employee performance, work environment variables have a significant effect on employee performance, and work motivation variables and work environment together have a significant effect on employee performance.

Research results (Dewi Shanty & Sekar Mayangsari, 2017) *The results of this study show that compensation, motivation not significant influence organization commitment, work environment positive significant influence organization commitment, compensation not negative influence employee performance, motivation not significant influence employee performance, work environment positive significant influence employee performance, organization commitment not significant influence employee performance, Organizational commitment is not able mediate the relationship between compensation, motivation, work environment and employee performance.*

Furthermore, the results of the study, (Syalimono Siahaan & Syaiful Bahri, 2019) showed that partially the placement variable had a positive and significant effect on employee performance. Partially, the motivation variable has an insignificant effect on employee performance. Partially, work environment variables have an insignificant effect on employee performance. Simultaneously, employee placement, motivation, and work environment have a positive and significant effect on employee performance.

This study was conducted to determine the influence of knowing the influence of work motivation, on teacher performance, knowing the influence of the work environment on

teacher performance and knowing the influence of work motivation and work environment together on teacher performance in elementary schools in Jakarta. This research is expected to contribute to future researchers.

2. RESEARCH METHODS

Population and Sample

1. Population

This research is a quantitative descriptive, with the aim of getting an overview of the effect of work motivation, on teacher performance, knowing the influence of the work environment on teacher performance and knowing the influence of work motivation and work environment together on teacher performance in elementary schools in North Jakarta. This research is expected to contribute to future researchers. According to population is "a generalized area consisting of objects and subjects that have certain qualities and characteristics that are determined by the researcher to be studied and then drawn conclusions". Researchers selected employees at elementary schools in North Jakarta. (Sugiyono, 2018)

2. Samples

The method used in sampling is the *purposive sampling* method. Purposive sampling is a sampling method that is adjusted to certain criteria so that the selected sample is more representative, the researcher selects 31 respondents .

Hypothesis

As for this study, the formulation of the hypothesis test can be explained as follows:

- | | | |
|----|-------------------------------------|--|
| 1. | Ha: $\rho = 0$ Ho: $\rho \neq 0$ | There is a significant effect of work motivation on teacher performance There was no significant effect of work motivation on teacher performance |
| 2. | Ha: $\rho = 0$ Ho: $\rho \neq 0$ | There is an influence of the work environment on teacher performance, There is no influence of the work environment on teacher performance, |
| 3. | Ha: $\rho = 0$ Ho: $\rho \neq 0$ | There is an influence of work motivation and work environment together on teacher performance There is no influence of work motivation and work environment together on teacher performance |

Analysis Model Techniques

Multiple linear regression is a regression analysis that explains the relationship between response variables (dependent variables) and factors that affect more than one predictor (independent variable). When an output, or class is numeric, and all attributes are numeric, linear regression is the appropriate technique for solving (H.H. Ngumar in (Erwan Triyanto et al., 2019)

3. RESULTS OF RESEARCH AND DISCUSSION

Data Normality Test

The normality test aims to test a data whether the regression model correctly shows assessing data on a group of data or variables, whether the data is normally distributed or not. Normal distributed data means that it will follow the form of the normal distribution. (Ghazali, 2016)

Based on table 1 of the *Kolmogorov-Smirnov Normality Test results* , it can also be seen that the significance value obtained is 0.200 This value is greater than 0.05 so that it can be concluded that the data has been normally distributed.

Table 1
One-Sample Kolmogorov-Smirnov Test

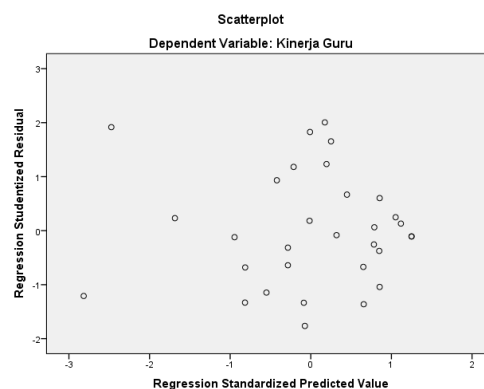
| One-Sample Kolmogorov-Smirnov Test | | Unstandardized Residual |
|------------------------------------|----------------|-------------------------|
| N | | 31 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 3.04362588 |
| Most Extreme Differences | Absolute | .112 |
| | Positive | .112 |
| | Negative | -.077 |
| Test Statistic | | .112 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

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

Heteroskedastic Test

The heteroscedasticity test aims to determine whether in a regression model there is an inequality of variance from the residuals of one observation to another (Ghazali, 2016) . In this study using scatterplots graphs where if the spread of points does not form a certain pattern or flow because the points spread irregularly, it can be said that heteroscedasticity does not occur (Afif Sarwoni, 2019).

Figure 1
Chart Scatterplots



Source: SPSS processed data

Based on figure 1 above the *Scatterplot* graph above, it can be seen that the points are spread randomly and scattered both above and below the number 0 on the Y axis.

Validity Test

The validity test of the work motivation variable instrument (X 1) concluded that the instrument item items that were **declared valid were 11 items, the work environment variable (X 2)** there were 8 items declared valid, and the teacher performance variable (Y) there were 13 items **that were** declared valid. The test used a two-sided test with a significance level of $\alpha = 0.05$ with **obtained r table = 0.344**. The test criteria to declare an item valid are **r calculate > r table** The following test of the validity of X1, X2, and Y each variable can be explained through the table below.

Table.3
Work Motivation Validity Test (X1)

| statement | R table | r calculate | Information |
|-----------|---------|-------------|-------------|
| 1 | 0,344 | 0.771 | Valid |
| 2 | 0,344 | 0.455 | Valid |
| 3 | 0,344 | 0.769 | Valid |
| 4 | 0,344 | 0.534 | Valid |
| 5 | 0,344 | 0.776 | Valid |
| 6 | 0,344 | 0.842 | Valid |
| 7 | 0,344 | 0.855 | Valid |
| 8 | 0,344 | 0.897 | Valid |
| 9 | 0,344 | 0.889 | Valid |
| 10 | 0,344 | 0.881 | Valid |
| 11 | 0,344 | 0.885 | Valid |

Source : Data processed with SPSS

Table .4
Work Environment Validity Test Results (X2)

| statement | R table | r calculate | Information |
|-----------|---------|-------------|-------------|
| 1 | 0,344 | 0.891 | Valid |
| 2 | 0,344 | 0.860 | Valid |
| 3 | 0,344 | 0.887 | Valid |
| 4 | 0,344 | 0.485 | Valid |
| 5 | 0,344 | 0.636 | Valid |
| 6 | 0,344 | 0.647 | Valid |
| 7 | 0,344 | 0.765 | Valid |
| 8 | 0,344 | 0.863 | Valid |

Source : Data processed with SPSS

Table 5
Teacher Performance Compliance Validity Test Results (Y)

| statement | R table | r calculate | Information |
|-----------|---------|-------------|-------------|
| 1 | 0,344 | 0.745 | Valid |
| 2 | 0,344 | 0.781 | Valid |
| 3 | 0,344 | 0.466 | Valid |
| 4 | 0,344 | 0.811 | Valid |
| 5 | 0,344 | 0.745 | Valid |
| 6 | 0,344 | 0.776 | Valid |
| 7 | 0,344 | 0.749 | Valid |
| 8 | 0,344 | 0.849 | Valid |
| 9 | 0,344 | 0.849 | Valid |
| 10 | 0,344 | 0.849 | Valid |
| 11 | 0,344 | 0.849 | Valid |
| 12 | 0,344 | 0.849 | Valid |
| 13 | 0,344 | 0.849 | Valid |

Source: Data processed with SPSS

Reliability Test

Reliability tests are carried out to obtain the level of accuracy (reliability) of the data collection equipment (instrument) used. The reliability test of the instrument was carried out with *Cronbach's Alpha* formula using the help of the SPSS program. The test criteria for declaring an item to be **reliable** are $r_{test} > r_{table}$.

The results of the reliability test show that *Cronbach Alpha* > 60% (0.60), so it can be concluded that the research instrument has been reliable so that henceforth the items in each variable are suitable to be used as measuring instruments.

Table.6
Reliabilitas Test X1, X2 and Y

| Variable | Cronbach Alpha | Information |
|-------------------------|----------------|-------------|
| Work Motivation (X1) | 0,905 | Reliable |
| Work Environment (X2) | 0.879 | Reliable |
| Teacher Performance (Y) | 0.932 | Reliable |

Source: SPSS processed data

Multiple Linear Regression Analysis Test

The following are the results of multiple linear regression analysis calculations that have been carried out using the help of SPSS software, can be explained in table 7 as follows;

Table.7
Multiple Regression Analysis Table X₁, X₂ to Y

| | | Coefficients^a | | | | |
|------|------------------|---------------------------------|------------|---------------------------|-------|------|
| | | Unstandardized Coefficients | | Standardized Coefficients | | |
| Type | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | 16.312 | 4.508 | | 3.618 | .001 |
| | Work Motivation | .359 | .109 | .404 | 3.292 | .003 |
| | Work Environment | .732 | .163 | .552 | 4.493 | .000 |

a. Dependent Variable: Teacher Performance

Source: Data processed from SPSS

As a basis for decision making, it can be known by using **Test F**, as follows:

- a) If the **sig** value < 0.05, then there is an influence of variable X simultaneously or together on variable Y.
- b) If the **sig** value > 0.05, then there is no influence of variable X simultaneously or together on variable Y

or

Using Test F, as follows:

- a) If the F value is calculated > the **F value** of the table, **then there is an influence of variable X simultaneously or together on variable Y.**
- b) If the F value is calculated < **the F value** of the table, then there is no effect of variable X simultaneously or together on variable Y

To find the F value of **the table** can be done using the formula:

$$F \text{ table} = F (k; n-k)$$

Where:

n = number of respondents

k = number of independent variables

so the F value of the **table** is $F(2;31-2) = F(2;106) = 2.60$

Based on table 7, the equation for multiple linear regression tests is obtained:

$$Y = a + b1X1 + b2X2$$

$$Y = 16,312+0.359 X1 +0732 X2$$

Table.8
Anova

| | | ANOVA^a | | | | |
|------|------------|--------------------------|----|-------------|--------|-------|
| Type | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 889.832 | 2 | 444.916 | 44.826 | .000b |
| | Residuals | 277.910 | 28 | 9.925 | | |
| | Total | 1167.742 | 30 | | | |

a. Dependent Variable: Teacher Performance

b. Predictors: (Constant), Work Environment, Work Motivation

Source: Data processed from SPSS

Based on **table 7** there is a partial effect of work motivation on teacher performance of sig value $0.003 < 0.05$, there is a partial effect of work motivation on *taxpayer compliance* with sig value $0.003 > 0.05$

Based on **table 8 Anova**, it can be seen that the significance value for the variables of work motivation program (**X1**), and work environment (**X2**) simultaneously or together on teacher performance (**Y**) is equal to sig. **$0.000 < 0.05$** , and the calculated **F value of 44,826** > F table 2.60 so that it can be concluded that Ha is accepted which means that there is an influence of work motivation (X1), and work environment (X2) simultaneously or together on teacher performance (Y).

From the calculation results in table 9 of the calculation termination coefficient, it can be concluded that the variables of work motivation and work environment together have a contribution of **76.2%** to teacher performance, while the remaining **23.8%** is influenced by other factors that have not been studied. Then the variables of work motivation and work environment together have a **very strong** positive influence r value of **0.873 (located in the correlation coefficient interval 0.80-1.00)**

Table 9
Coefficient Determination

| Model Summary | | | | |
|---------------|-------|----------|-------------------|----------------------------|
| Type | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .873a | .762 | .745 | 3.150 |

a. Predictors: (Constant), Work Environment, Work Motivation

Source: Data processed from SPSS

Discussion

From the results of the tests that have been carried out, the variable of work motivation (**X₁**) has an influence on the variable of teacher performance (**Y**) in North Jakarta Elementary School. This is evident from the table value can be obtained a calculated t value of 3,292 with a sig value of 0.000. This shows that the calculated t value of 3.292 is greater than the ttable of 1.701 and the sig value of $0.000 < 0.05$. So partially work motivation has a positive and significant effect on teacher performance.

From the results of the tests that have been carried out, the work environment variable (**X₂**) has an influence on the teacher performance variable (**Y**) in North Jakarta Elementary School. Based on the table, a calculated value of 4,493 can be obtained with a sig value of 0.000. This shows that the calculated value of 4.493 is greater than the table t of 1.701 and the sig value of $0.000 < 0.05$. So partially the work environment has a positive and significant effect on teacher performance.

Based on the value of the calculation of $44.826 > f \text{ table} = 2.60$ With a significance level of 0.000 much smaller than the sig < 0.05 , which means Ha is accepted because the value of the fcalculate > ftable. So it can be concluded that the variables of work motivation and work environment together or simultaneously have a positive and significant effect on teacher performance.

4. CONCLUSION

The results of this study show that there is a partial influence of work motivation on

teacher performance, there is a partial influence of the work environment on teacher performance, and there is a simultaneous influence of work motivation and work environment on teacher performance in elementary schools in North Jakarta, then the variables of work motivation and work environment have a **very strong** positive influence on the variables **Teacher** performance with an R value **of 0.873 (located in the coefficient interval 0.80-1.00) and has an influence contribution of 76.2% on teacher performance variables, while the remaining 23.8% is influenced by other factors.**

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