

THE INFLUENCE OF LEADERSHIP AND WORK MOTIVATION ON THE PERFORMANCE OF TEACHERS OF JEUMPA BIREUEN 1 STATE MIDDLE SCHOOL

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ABSTRACT

This research aims to analyze the influence of leadership and work motivation on teacher performance at SMP Negeri 1 Jeumpa Bireuen. The respondent data used in this research was 43 teachers at SMP Negeri 1 Jeumpa Bireuen. The results of this research show, 1) Partial hypothesis testing Leadership matter on teacher performance at SMP Negeri 1 Jeumpa Bireuen. Thus, H_{a1} is accepted, which means that there is a partially significant positive influence on the Teacher Performance of Jeumpa Bireuen 1 Public Middle School, this is proven by the results of the t test, it is known that the t value > t table ($3.772 > 2.021$) with a probability of 0.000 whose value is below 0.05. 2) Partial hypothesis testing Work motivation has an influence on teacher performance at SMP Negeri 1 Jeumpa Bireuen. Thus, H_{a1} is accepted, which means that there is a partially significant positive influence on the Teacher Performance of Jeumpa Bireuen 1 Public Middle School, this is proven by the results of the t test, it is known that the t value > t table ($5.865 > 2.021$) with a probability of 0.000 whose value is below 0.05. 3) Simultaneously (together) variables Leadership and Work Motivation have a significant effect on Teacher Performance at SMP Negeri 1 Jeumpa Bireuen, this is proven by the results of the F test, it is known that the value obtained Fcount = 63,005 to determine the Fcount value with a significance level of 5% with degrees of freedom, df = (nk) or (43 - 3) and (k-1) or (3 - 1), df (43 - 3 = 40) the result obtained for Ftable is 2.84. So the calculation results Fcount > Ftable ($35,163 > 2.84$) with a sig value obtained ($0.000 < 0.05$).

Keywords: Leadership, Teacher Performance, Work Motivation.

INTRODUCTION

Education plays an important role in the life of the country, because only through education can new Indonesian people be developed who are development-oriented. Reliable human resources are the basic capital for a country's development so that it can continue to exist in an era of globalization full of competition. A good school principal is a principal who has leadership characteristics and behavior that is able to create a good school climate and provide high work motivation for teachers. Sagala (2019:114) states that leadership comes from the word leader, which means a person who is known by and tries to influence his followers to realize his vision. Kartono (2016:2) explains that leadership is a branch of the administrative science group, especially state administration science. In leadership there is a relationship between humans, namely, the relationship of influence from the leader and the relationship of obedience of the followers because it is influenced by the authority of the leader. Followers are influenced by the power of their leader, and a spontaneous feeling of

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

obedience to the leader arises. As a social process, leadership includes all actions carried out by a person or body that cause movement among members of society. Munandar (2014:166) explains that leadership is something important for managers. Managers are leaders in the organization, whereas leaders do not need to be managers. Danim (2014: 10) states that leadership is any action taken by an individual or group to coordinate and provide direction to other individuals or groups who are members of a particular forum to achieve goals that have been implemented previously. Wahyudi (2014: 120) states that leadership is defined as a person's ability to move, direct and influence the mindset and way of working of each member so that they act independently in their work, especially in making decisions for the sake of accelerating the achievement of predetermined goals. The principal in his role as a leader must be able to direct other people to carry out tasks. Good leaders are those who are able to pay attention to the needs and goals of the people who work for them (their subordinates) and are not focused only on the power they have so that their subordinates' performance is always met. Motivation is basically a mental condition that encourages leaders to carry out an action or activity and provides strength that leads to achieving the fulfillment of desires, needs, providing satisfaction, or reducing imbalances. Stanley in Danim (2013: 117), says that essentially motivation is the feeling or desire of leaders who are and work in certain conditions to carry out actions that are beneficial from a personal and especially organizational perspective. According to Siagan (2016:78), work motivation is influenced by internal and external factors. Internal factors include: perception of oneself, self-esteem, personal hopes, needs, desires, job satisfaction, and resulting work performance. Meanwhile, external factors include: type and nature of work, institution or organization where you work, work environment situation, and salary. Motivation according to Danim (2012: 23) can be interpreted as any driving force or driving force that arises in an individual to consciously dedicate himself to achieving organizational goals. According to Bangun (2014: 231), performance is the result of work achieved by a person based on job requirements. Performance is an activity carried out to carry out, complete tasks and responsibilities in accordance with predetermined expectations and goals (Supardi, 2014: 45). According to Supardi (2014:54), teacher performance is a teacher's ability to carry out learning tasks in madrasas and be responsible for the students under his guidance by improving students' learning achievements. Performance assessment according to Bangun (2012: 232) can be reviewed in terms of the amount and quality of work completed by employees in a certain period. Teachers who have a low level of motivation cannot complete the work tasks given to them with good results. The principal, as the highest leader in the school, is considered successful if he can improve teacher performance through various forms of coaching activities regarding the ability to carry out work at school. For this reason, the school principal must be able to carry out his roles and responsibilities as an educational manager, educational leader, educational supervisor, educational administrator, coaching other educational staff and utilizing and maintaining facilities and infrastructure. School principals are expected to be able to create a comfortable and conducive working atmosphere in the school, so that each teacher can work optimally so that performance can be achieved.

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METHODS

The method used is a quantitative method with a multiple linear regression model. This research was conducted at SMP Negeri 1 Jeumpa, Bireuen Regency. The population is 43 people, with details of 18 civil servants and 25 honorary workers at SMP Negeri 1 Jeumpa Bireuen. The sample for this research included 43 teachers at SMP Negeri 1 Jeumpa Bireuen.

RESULTS

Respondent Characteristics

Based on respondents from 43 teachers at SMP Negeri 1 Jeumpa Bireuen, the majority of teachers at SMP Negeri 1 Jeumpa Bireuen were female, 37 people or (86.0%), for teachers at SMP Negeri 1 Jeumpa Bireuen, 20 people were between 31 - 40 years old or (46.5%), then the most recent teacher education among the teachers at SMP Negeri 1 Jeumpa Bireuen, all of the teachers had a Bachelor's degree (S1) as many as 43 people or (100%).

Validity Test

Based on the results of validity testing in the table above, the questionnaire contains 3 variables with 32 questions in this study. One way to find out which questionnaires are valid and invalid, we have to look for the table first. The formula for r_{table} is $df = N - 2$ so $43 - 3 = 40$, so $r_{table} = 0.3044$. From the results of the validity calculations in the table above, it can be seen that $r_{count} > r_{table}$ so that the validity test results in this study are declared valid because r_{count} is more than r_{table} .

Reliability Test

Based on From the results of the analysis of six variables, it is known that the results of testing the reliability of the variables Leadership (X1) has value Cronbach's Alpha 0.713, Work motivation (X2) has a Cronbach's Alpha value of 0.808, and is dependent Teacher Performance (Y) has a Cronbach's Alpha value of 0.849, so if you look at the level of reliability, the research instrument is quite good because it is greater than 0.60 so the instrument above is reliable.

Normality Test

The normality test aims to determine whether the sample data comes from a normally distributed population or not with the Kolmogorov-Smirnov test.

Table 1. Kolmogorov-Smirnov Normality Test Results

	Studentized Deleted Residual
Kolmogorov-Smirnov Z	,569
Asymp. Sig. (2-tailed)	,869

Source: processed data (2024)

Based on Table 1 the normality test using the Kolmogorov-Smirnov method is significant at $0.569 > 0.05$, it can be concluded that the regression method in this research has met the normality assumption.

TestHeteroscedasticity

To detect symptoms of heteroscedasticity in the regression equation model, you can use a scatterplot model image/chart with the SPSS program.

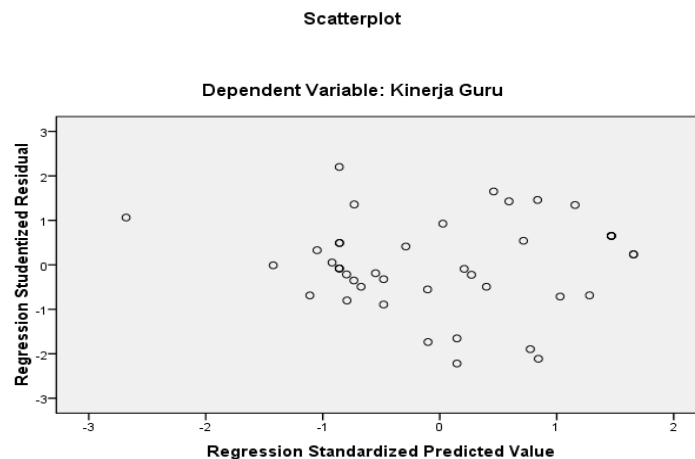


Figure 1. Heteroscedasticity Test

Based on Figure 1 above, it can be seen that the points are spread randomly and are spread both above and below the number 0 on the Y axis, there is no particular regular pattern. Therefore, it can be concluded that heteroscedasticity does not occur in this regression model.

Multicollinearity Test

The multicollinearity test was carried out by looking at the variance inflation factor (VIF) value. If the VIF value is less than 10 or the tolerance value is > 0.10 , then there is no multicollinearity in the multiple regression model.

Table 2. TestMulticollinearity

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Leadership	,697	1,435
	Work motivation	,697	1,435

Source: processed data (2024)

Based on Table 2, it can be seen that all independent variables have a VIF value of less than 10, so it can be concluded that there are no symptoms of multicollinearity in this research model.

Multiple Linear Regression Analysis

This analysis is used to determine the influence of the variables Leadership (X1), Work Motivation (X2), on Teacher Performance (Y).

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Table 3. Regression Results Linear Multiple

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	5,858	4,658	
	Leadership	,319	,084	,402
	Work motivation	,573	,098	,669

Source: processed data (2024)

The results of the multiple linear regression analysis in the table above can be systematically written as follows:

$$Y = 5.858 + 0.319 (X1) + 0.537 (X2) + e$$

1. The constant value is 5,858 shows that if the independent variable, namely Leadership (X1), Work Motivation (X2) is assumed to be constant, then Teacher Performance (Y) is worth 58.58%.
2. Regression coefficient on variables Leadership of 0.319 shows that if the variable Leadership (X1) increased by 10%, Teacher Performance (Y) will increase by 3.19% times the original condition.
3. Regression coefficient on variables Work motivation (X2) of 0.537 shows that if the variable Work motivation (X2) is increased by 10%, then Teacher Performance (Y) will increase by 5.37% times the original condition.

Simultaneous Significance Test (F Statistical Test)

The F test shows whether all independent variables have a joint influence on the dependent variable.

Table 4. F Statistical Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	539,658	2	269,829	35,163	,000a
	Residual	306,947	40	7,674		
	Total	846.605	42			

Source: processed data (2024)

Based on the calculation results, it is obtained that $F_{count} = 35,163$ to determine the F_{count} value with a significance level of 5% with degrees of freedom, $df = (nk)$ or $(43 - 3)$ and $(k-1)$ or $(3 - 1)$, $df (43 - 3 = 40)$ the result obtained for F_{table} is 2.84. So the calculation results $F_{count} > F_{table}$ ($35,163 > 2.84$) with a sig value of $(0.000 < 0.05)$ then simultaneously (together) Leadership (X1), Work Motivation (X2) has a significant effect on Teacher Performance (Y) of SMP Negeri 1 Jeumpa Bireuen.

Statistical Test t

This test is by comparing the probability value or p-value (sig-t) with a significance level of 0.05. If the p-value is smaller than 0.05 then H_a is accepted, and conversely if the p-value is greater than 0.05 then H_a is rejected.

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Table 5. Statistical Test t

Variable	Tcount	ttable	Sig.	KET
Leadership (X1)	3,772	2,021	,000	Ha1 Accepted
Work motivation(X2)	5,865	2,021	,000	Ha2 Accepted

Source: processed data (2024)

The results of the t test above can be concluded that the Leadership variable (X1) as in the table above, $t_{count} > t_{table}$ ($3.772 > 2.021$) with a probability of 0.000 whose value is below 0.05. Thus, Ha1 is accepted, which means that there is a partially significant positive influence on Teacher Performance (Y) of SMP Negeri 1 Jeumpa Bireuen. The results of the t test above can be concluded that the variable Work Motivation (X2) as in the table above, $t_{count} > t_{table}$ ($5.865 > 2.021$) with a probability of 0.000 whose value is below 0.05. Thus, Ha2 is accepted, which means that there is a partially significant positive influence on Teacher Performance (Y) of SMP Negeri 1 Jeumpa Bireuen.

Correlation Coefficient and Determination Coefficient Test

Results correlation and the coefficient of determination can be seen in the table below:

Table 6. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.798a	.637	.619	2,770	1,693

Source: processed data (2024)

From the coefficient of determination table above, it can be seen that the correlation coefficient (R) is 0.798. This means that the relationship between the independent variable and the dependent variable is 79.8%. From these figures it can be concluded that the relationship between the independent variable and the dependent variable is very strong. The amount of Adjust R Square (R²) is 0.637. The results of this statistical calculation mean that the ability of the independent variable to explain variations in changes in the dependent variable is 63.7%, while the remaining 36.3% is explained by other variables outside the analyzed regression model, such as teacher competency variables, work environment, compensation, discipline, teacher work and so on.

DISCUSSION

The Influence of Leadership on Teacher Performance at SMP Negeri 1 Jeumpa Bireuen

Partial hypothesis testing Leadership matter on teacher performance at SMP Negeri 1 Jeumpa Bireuen. Thus, Ha1 is accepted, which means that there is a partially significant positive influence on the Teacher Performance of Jeumpa Bireuen 1 Public Middle School, this is proven by the results of the t test, it is known that the t value $> t_{table}$ ($3.772 > 2.021$) with a probability of 0.000 whose value is below 0.05. Research supported by Hakim et al (2021) and Bastian & Nurfaishal (2024) found research results that there is a positive influence of leadership on performance.

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The Influence of Work Motivation on Teacher Performance at SMP Negeri 1 Jeumpa Bireuen

Partial hypothesis testing Work motivation has an influence on teacher performance at SMP Negeri 1 Jeumpa Bireuen. Thus, H_{a1} is accepted, which means that there is a partially significant positive influence on the Teacher Performance of Jeumpa Bireuen 1 Public Middle School, this is proven by the results of the t test, it is known that the t value > ttable ($5.865 > 2.021$) with a probability of 0.000 whose value is below 0.05. This research is in line with research conducted by Agustina et al (2020) which found that teacher work motivation influenced teacher performance at Tsanawiyah madrasahs in Bontotiro District, Bulukumba Regency. Karwati's (2010) research shows the magnitude of the relationship between work motivation variables and the performance of special school teachers in Subang Regency. Furthermore, the results of this research support Ardiana's (2017) findings that work motivation has a significant influence on the performance of accounting teachers at SMK Kota Mandiri.

The Influence of Leadership and Work Motivation on Teacher Performance at SMP Negeri 1 Jeumpa Bireuen

Simultaneously (together) variables Leadership and Work Motivation have a significant effect on Teacher Performance at SMP Negeri 1 Jeumpa Bireuen, this is proven by the results of the F test, it is known that the value obtained $F_{count} = 63,005$ to determine the Fcount value with a significance level of 5% with degrees of freedom, $df = (nk)$ or $(43 - 3)$ and $(k - 1)$ or $(3 - 1)$, $df (43 - 3 = 40)$ the result obtained for F_{table} is 2.84. So the calculation results $F_{count} > F_{table}$ ($35,163 > 2.84$) with a sig value obtained ($0.000 < 0.05$).

CONCLUSION

From the data obtained and the analysis carried out in this research, what can be concluded is: Partial hypothesis testing Leadership matter on teacher performance at SMP Negeri 1 Jeumpa Bireuen. Thus, H_{a1} is accepted, which means that there is a partially significant positive influence on the Teacher Performance of Jeumpa Bireuen 1 Public Middle School, this is proven by the results of the t test, it is known that the t value > ttable ($3.772 > 2.021$) with a probability of 0.000 whose value is below 0.05. Partial hypothesis testing Work motivation has an influence on teacher performance at SMP Negeri 1 Jeumpa Bireuen. Thus, H_{a2} is accepted, which means that there is a partially significant positive influence on the Teacher Performance of Jeumpa Bireuen 1 Middle School, this is proven by the results of the t test, it is known that the t value > ttable ($5.865 > 2.021$) with a probability of 0.000 whose value is below 0.05. Simultaneously (together) variables Leadership and Work Motivation have a significant effect on Teacher Performance at SMP Negeri 1 Jeumpa Bireuen, this is proven by the results of the F test, it is known that the value obtained $F_{count} = 63,005$ to determine the Fcount value with a significance level of 5% with degrees of freedom, $df = (nk)$ or $(43 - 3)$ and $(k - 1)$ or $(3 - 1)$, $df (43 - 3 = 40)$ the result obtained for F_{table} is 2.84. So the calculation results $F_{count} > F_{table}$ ($35,163 > 2.84$) with a sig value obtained ($0.000 < 0.05$).

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