

**THE INFLUENCE OF COMMUNICATION AND  
TEAMWORK ON THE PERFORMANCE OF TEACHERS OF  
JEUMPA STATE MIDDLE SCHOOL, BIREUEN DISTRICT****Fahlida Harnita<sup>1\*</sup>, Fitriani<sup>2</sup>, Safwani<sup>3</sup>, Rita Handayani<sup>4</sup>, Pitri Yanti<sup>5</sup>**<sup>1,2,3,4,5</sup> Universitas Islam Kebangsaan Indonesia

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\*Email: [fahlidaharnita@gmail.com](mailto:fahlidaharnita@gmail.com)**ABSTRACT**

This research aims to analyze, 1) The influence of communication on teacher performance at SMP Negeri 1 Jeumpa, Bireuen Regency. 2) The effect of teamwork on teacher performance at SMP Negeri 1 Jeumpa, Bireuen Regency. 3) The influence of communication and teamwork on teacher performance at SMP Negeri 1 Jeumpa, Bireuen Regency. The respondent data used in this research were 43 teachers at Jeumpa 1 Middle School, Bireuen Regency. The results of this research show, 1) Based on the results of the t test of the communication variable (X1) obtained  $t_{count} > t_{table}$  ( $4.952 > 2.021$ ) with a probability of 0.000 whose value is below 0.05. Thus,  $H_{a1}$  is accepted, which means that there is a partially significant positive influence on the performance of teacher (Y) at SMP Negeri 1 Jeumpa. 2) Based on the results of the variable t test teamwork (X2) as in the table above,  $t_{count} > t_{table}$  ( $5.541 > 2.021$ ) with a probability of 0.000 whose value is below 0.05. Thus,  $H_{a2}$  is accepted, which means that there is a partially significant positive influence on the performance of teacher (Y) at SMP Negeri 1 Jeumpa. 3) Based on the results of the F test,  $F_{count} > F_{table}$  ( $92,478 > 2.84$ ) with a sig value of ( $0.000 < 0.05$ ) then simultaneously (together) Communication (X1), Teamwork (X2) has a significant effect on Teacher Performance (Y) of SMP Negeri 1 Jeumpa.

**Keywords: Communication, Teacher Performance, Teamwork.****INTRODUCTION**

Human resources are the most important assets in an organization because they are the resources that direct the organization and maintain and develop the organization in the various demands of society and the times. Therefore, human resources must always be considered, maintained and developed. Quality human resources in the true sense means that the work carried out will produce something desired (Rivai, 2015:3). Quality means not only being clever but also fulfilling the qualitative requirements required by the job so that the job can actually be completed according to plan. 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. According to Armstrong and Baron in Wibowo (2013: 7) performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction, and contributes to the economy. Thus, performance is about doing work and the results achieved from that work. Performance is about what is done and how to do it. According to Wibowo (2013:4), performance is the implementation of the plan that

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has been prepared. Performance implementation is carried out by human resources who have the ability, motivation and interests. Performance is the result of work both in quality and quantity achieved by someone in carrying out tasks according to the responsibilities given (Mangkunegara, 2013). Furthermore, Hasibuan (2014:94), states that performance is a work result achieved by a person in carrying out the tasks assigned to him which is based on skill, experience and seriousness, as well as time. Meanwhile, Mathis and Jackson (2014: 70) state that performance is basically what employees do or do not do. Performance management is all activities carried out to improve the performance of an organization or organization, including the performance of each individual and work group in the organization. According to Rakhmat (2012:9) communication is a social event, an event that occurs when humans interact with other humans. In the Indonesian dictionary, the communication of a statement is called a message, the person who conveys the message is called the communicator, while the person who receives the statement is called the communicant. Mangkunegara (2014) communication is the process of transferring information, ideas, understanding from one person to another so that they can interpret it according to the intended purpose. According to Handoko (2015:272). Communication is "The process of transferring understanding in the form of ideas or information from one person to another". In this transfer of meaning, it is not just the words used in a conversation, but also facial expressions, intonation, vocal breaking points and so on. According to Katz and Kahn in Rakhmat (2018:12). Communication is "a process of exchanging information and transmitting meaning, and all of this is something that is very important in an organization". According to Effendy (2017: 60), explains that communication is the process of conveying a message in the form of a meaningful symbol as thoughts and feelings in the form of ideas, information, beliefs, hopes, appeals, and as a guide carried out by someone to another person, either directly face to face. face to face or indirectly through the media, with the aim of changing attitudes, views or behavior. Communication is needed to establish a relationship of mutual respect, respect for each other, with the aim of achieving success in work well (according to expectations for school progress). Many failures in schools are caused by lack of organized communication by actors in the school. Effective communication between school principals and teachers is an important factor in achieving the goals of a school. The problems that exist are due to a lack of interaction/communication between school principals and teachers.

Cooperation is one of the various social behaviors and elements of the personality of the Indonesian nation. This is very visible in the lives of Indonesian people. Collaboration occurs when teachers are faced with problems of mutual interest. Collaboration in a team is very necessary in the process of improving teacher performance in schools. By working together, the tasks given can be solved together so that it can be made easier. Teamwork as a work process is stated by Buchholz (2012:21), Teamwork is the process of working in a group by participative leadership, shared responsibility, aligned on purpose, intensive communication, future focused, focused on task, creative talents and rapid response to get the aims of the organization. It was explained that team work is a process of working in a group with participative leadership, divided responsibilities, common goals, intensive communication, focus on the future, focus on tasks, creative talents and quick responses to achieve organizational goals. Griffin (2019:67) states that "Teamwork is an activity carried out by a group of workers who function as one unit, usually almost without supervision, to

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carry out work-related tasks, functions and activities." Furthermore, Dewi (2017:88) believes that teamwork is a special form of work group that must be organized and managed differently from other forms of work group. Teams consist of people who are coordinated to work together. There is a strong interdependence on each other to achieve a goal or complete a task. Dejanaz (2016:76) defines teamwork as the individual's ability to collaborate well in achieving the goals and objectives of the team and its members are able to participate in the team and obtain satisfaction within the team, with the characteristics of having goals, understanding roles and tasks, trusting each other. and support and be responsible in carrying out tasks to achieve common goals. More specifically, Robbins and Judge (2018: 25) state that team work is a group where individuals produce a level of performance that is greater than the sum of the individual's input. Teamwork is very necessary to improve teacher performance both in schools and government. If a school does not have strong cooperation between one division and other divisions, then the results of its work will be unsatisfactory and inefficient (on time). Schools consist of various kinds of individuals who are required to work in order to achieve organizational goals. Teamwork is identifying problems, discussing how to solve these problems and taking action to improve them.

### **METHODS**

This research uses quantitative methods with multiple linear regression models. The data taken is primary data and secondary data. The population in this study were all teachers at SMP Negeri 1 Jeumpa, Bireuen Regency, totaling 43 people, with details of 18 PNS teachers and 25 non-PNS teachers. The sample used in this research was 43 teachers at SMP Negeri 1 Jeumpa, Bireuen Regency.

### **RESULTS**

#### **Respondent Characteristics**

Characteristics of respondents from 43 teachers at SMP Negeri 1 Jeumpa, the majority of teachers at SMP Negeri 1 Jeumpa are 37 women or (86.04%), for marital status it is known that the majority of teachers at SMP Negeri 1 Jeumpa are married, 36 or (83.72%), while the age of the teachers at SMP Negeri 1 Jeumpa was between 31 - 40 years, as many as 20 people or (46.51%), then the final education of the teachers at SMP Negeri 1 Jeumpa, all of the teachers had a Bachelor's degree (S1). 43 people or (100%).

#### **Validity Test**

The results of validity testing, the questionnaire contained 3 variables with 30 questions in this research. The formula for rtable is  $df = N - 2$  so  $43 - 3 = 40$ , so  $r_{table} = 0.3044$ . From the calculation results, the validity test results in this study were declared valid because  $r_{count}$  was more than  $r_{table}$ .

#### **Reliability Test**

The results of the analysis of three variables show that the results of testing the reliability of the variables Communication (X1) has value Cronbach's Alpha 0.924, Teamwork (X2) has a Cronbach's Alpha value of 0.900, and is dependent Teacher Performance (Y) has a Cronbach's Alpha value of 0.925, so if you look at the level of

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reliability of the instrument The research is quite good because it is greater than 0.60 so the instrument above is reliable.

### Normality Test

This research uses a normality test with the Kolmogorov-Smirnov test to test whether the data distribution is normal or not.

**Table 1. Kolmogorov-Smirnov Normality Test Results**

	Studentized Deleted Residual
Kolmogorov-Smirnov Z	,551
Asymp. Sig. (2-tailed)	,921

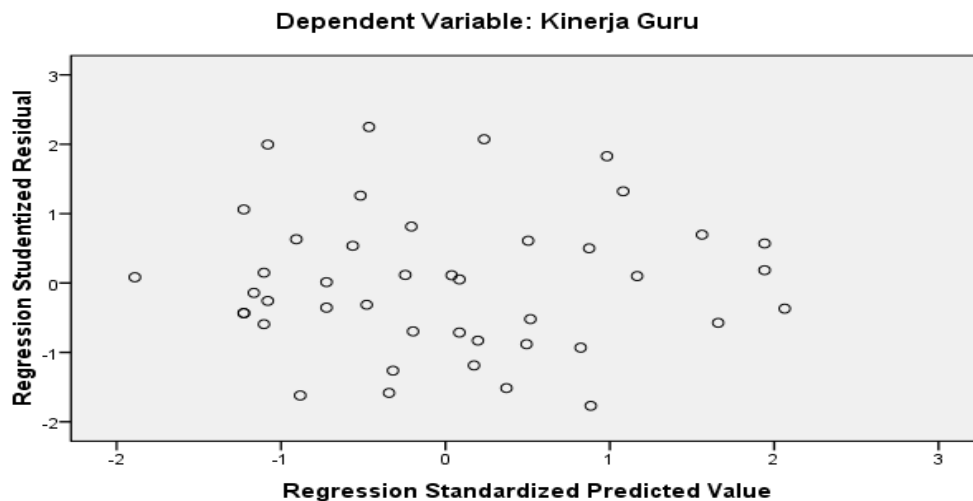
**Source: processed data (2024)**

Based on Table 1, the normality test using the Kolmogorov-Smirnov method is significant at  $0.551 > 0.05$ , it can be concluded that the regression method in this study has met the normality assumption.

### Test Heteroscedasticity

The hereroscedasticity test aims to determine whether model deviation occurs because the variance of disturbances differs from one observation to another.

#### Scatterplot



**Figure 1. Heteroscedasticity Test**

From Figure 1 above, you can see that the dots 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.

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### Multicollinearity Test

Multicollinearity is the relationship between predictor or independent variables and other predictor variables. 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. Test Multicollinearity**

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

Based on multiple linear regression analysis using the SPSS program, the results can be seen in the table below:

**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:

$$Y = 2.325 + 0.633(X1) + 0.712(X2) + e$$

1. The constant value of 2.325 shows that if the independent variable is Communication (X1), Teamwork (X2) is assumed to be constant, then Teacher Performance (Y) is worth 23.25%.
2. Regression coefficient on variables Communication (X1) of 0.633 shows that if the variable Communication (X1) If increased by 10%, Teacher Performance (Y) will increase by 6.33% from the original condition.
3. Regression coefficient on variables Teamwork (X2) of 0.712 shows that if the variable Teamwork (X2) is increased by 10%, then Teacher Performance (Y) will increase by 7.12% from 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.

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**Table 4. F Statistical Test**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	593,658	2	296,829	92,478	,000a
	Residual	128,389	40	3,210		
	Total	722,047	42			

**Source: processed data (2024)**

Based on the calculation results, it is obtained that  $F_{count} = 92,478$  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 4.08. So the calculation results  $F_{count} > F_{table} (92,478 > 2.84)$  with a sig value of  $(0.000 < 0.05)$  then simultaneously (together) Communication (X1), Teamwork (X2) has a significant effect on Teacher Performance (Y) of SMP Negeri 1 Jeumpa.

### Individual Parameter Significance Test (t Statistical Test)

The t test is used to determine the partial influence of the independent variable on the dependent variable.

**Table 5. Statistical Test t**

Variable	tcount	ttable	Sig.	KET
Communication (X1)	4,962	2,021	,000	Ha1 Accepted
Teamwork (X2)	5,541	2,021	,000	Ha2 Accepted

**Source: processed data (2024)**

The results of the t test above can be concluded that the Communication variable (X1) as in the table above,  $t_{count} > t_{table} (4.952 > 2.021)$  with a probability of 0.000 whose value is below 0.05. Thus  $H_{a1}$  is accepted, which means there is a partially significant positive influence on Teacher Performance (Y). The results of the t test above can be concluded that the variable Teamwork (X2) as in the table above,  $t_{count} > t_{table} (5.541 > 2.021)$  with a probability of 0.000 whose value is below 0.05. Thus  $H_{a2}$  is accepted, which means there is a partially significant positive influence on Teacher Performance (Y).

### 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	,907a	,822	,813	1,792	2,438

Source: processed data (2024)

From the coefficient of determination table above, it can be seen that the correlation coefficient (R) is 0.907. This means that the relationship between the independent variable and the dependent variable is 90.7%. 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 (R<sup>2</sup>) is 0.822. The results of this statistical calculation mean that the ability of the independent variable to explain variations in changes in the dependent variable is 82.2%, while the remaining 17.8% is explained by other variables outside the analyzed regression model, such as teacher discipline, teacher competence, teacher motivation and etc.

## **DISCUSSION**

### **The Influence of Communication on Teacher Performance at SMP Negeri 1 Jeumpa**

Partial hypothesis testing: Communication influences teacher performance at SMP Negeri 1 Jeumpa. Thus, Ha<sub>1</sub> is accepted, which means that there is a partially significant positive influence on the Teacher Performance of Jeumpa 1 Middle School. Research supported by Putri et al (2023) and Hamka (2023), The research results show a positive influence of communication on performance. Communication skills both in learning activities and relationships between teachers, students and colleagues can influence teacher performance at work. Teacher communication really determines a teacher's performance, good communication makes it easy to convey coaching and guidance messages so that it influences teacher behavior in the learning process with the hope that teacher performance will increase.

### **The Effect of Teamwork on Teacher Performance at Jeumpa 1 Middle School**

Partial hypothesis testing: Teamwork influences teacher performance at SMP Negeri 1 Jeumpa. Thus, Ha<sub>2</sub> is accepted, which means that there is a partially significant positive influence on the Teacher Performance of Jeumpa 1 Middle School. This research is supported by Oktarina et al (2020) and Simorangkir (2022), with teamwork having a positive effect on employee performance. Teamwork is something that must exist in an organization. Teamwork is all the differences in values, attitudes and behavior of teachers in a work team. These differences are harmonized in a work team to achieve the same goal. Teamwork is a way to unite differences between teachers to achieve the same target in the organization. Teacher performance when working in teams is more effective than working individually. Teachers who work in teams can spread creative ideas to achieve institutional targets more effectively.

### **The Influence of Communication and Teamwork on Teacher Performance at Jeumpa 1 Middle School**

Simultaneously (together) variables Communication and Teamwork have a significant influence on Teacher Performance at Jeumpa 1 Middle School. This is proven by the results of the F test, the value F<sub>count</sub> = 92,478 to determine the F<sub>count</sub> 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<sub>table</sub> is 4.08. A good teacher should have good performance, namely mastering the subject matter to be delivered. Teachers must have speed and accuracy in implementing learning, have initiative in using various methods, models and learning media, be able to manage the class and assess student learning outcomes, be able to discuss learning and be open and willing to receive input. Teachers as creators in the learning

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process have the main task of developing students' potential to the maximum through the presentation of lesson material. The need for achievement motivation is the drive to excel, to achieve with respect to a set of standards, to strive for success.

### CONCLUSION

Based on the results of the t test of the communication variable (X1) obtained  $t_{count} > t_{table}$  ( $4.952 > 2.021$ ) with a probability of 0.000 whose value is below 0.05. Thus,  $H_{a1}$  is accepted, which means that there is a partially significant positive influence on the performance of teacher (Y) at SMP Negeri 1 Jeumpa. Based on the results of the variable t test teamwork (X2) as in the table above,  $t_{count} > t_{table}$  ( $5.541 > 2.021$ ) with a probability of 0.000 whose value is below 0.05. Thus,  $H_{a2}$  is accepted, which means that there is a partially significant positive influence on the performance of teacher (Y) at SMP Negeri 1 Jeumpa. Based on the results of the F test,  $F_{count} > F_{table}$  ( $92,478 > 2.84$ ) with a sig value of ( $0.000 < 0.05$ ) then simultaneously (together) Communication (X1), Teamwork (X2) has a significant effect on Teacher Performance (Y) of SMP Negeri 1 Jeumpa.

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