

## THE INFLUENCE OF SUPERVISION AND WORK MOTIVATION ON TEACHER PERFORMANCE OF SMA NEGERI 1 SIMPANG MAMPLAM BIREUEN

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### ABSTRACT

This research aims to analyze The Influence of Supervisory Supervision and Work Motivation on Teacher Performance at State High School 1 Simpang Mamplam Bireuen. The respondent data used in this research were 43 teachers at SMA Negeri 1 Simpang Mamplam Bireuen. The results of this research show, 1) Partial hypothesis testing Supervisory supervision is influential on teacher performance at SMA Negeri 1 Simpang Mamplam Bireuen. This result was obtained from the t test results obtained  $t_{count} > t_{table}(4,088 > 2.021)$  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). 2) Partial hypothesis testing Teacher work motivation has an influence on Teacher Performance at SMA Negeri 1 Simpang Mamplam Bireuen. This result was obtained from the t test results obtained  $t_{count} > t_{table}(4,494 > 2.021)$  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). 3) Simultaneously (together) variables Supervisory Supervision and Teacher Work Motivation have a significant influence on Teacher Performance at SMA Negeri 1 Simpang Mamplam Bireuen. This result can be seen in the F test results obtained by  $F_{count} = 13,972$  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  $F_{count} > F_{table} (13,972 > 2.84)$  with a sig value obtained  $(0.000 < 0.05)$ .

**Keywords: Supervisory Supervision, Teacher Performance, Work Motivation.**

### INTRODUCTION

Education in Indonesia is a very substantial problem. In the current era of globalization, Indonesia must be able to improve education, so that it cannot compete with other countries. Our country must produce people who have an independent spirit and are able to compete at the world level. Currently, Indonesia needs people who can think effectively, efficiently and productively. This can be realized if we have reliable teaching staff who are able to produce a generation of smart and moral people. Teachers or educators have a strategic role in the field of education, even adequate other educational resources are often meaningless if they are not accompanied by adequate teacher quality. The high or low quality of education is largely influenced by the quality of the learning process carried out by teachers. For this reason, increasing the teacher's ability to manage learning activities at school is the responsibility of the school principal as supervisor, coach and direct superior.

## Proceeding 2<sup>nd</sup> 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”

As stated by Mulyasa (2012:98), the Principal has at least the role and function of being an Educator, Manager, Administrator, Supervisor, Leader, Innovator and Motivator. One of the factors that measures school success is teacher performance in teaching. Teacher performance is a work result achieved by a person in carrying out the tasks assigned to him which is based on skill, experience, seriousness and time (Hasibuan, 2015: 94). According to Amatembun in Syaeful Sagala (2013: 195), educational supervision is guidance towards improving the educational situation. Purwanto (2012:76) added that supervision is a coaching activity that is planned to help teachers and other school employees carry out their work effectively. Quoting Maslow's Need Hierarchy Theory in Latunreng, Wahyudin (2013:87) Motivation comes from the Latin word *Movere* which means encouragement or movement. How big or small the influence of motivation on a person's performance depends on how much intensity of motivation is given (Hamzah, 2013: 71). Differences in work motivation for a teacher are usually reflected in the various activities and even the achievements they achieve. Meanwhile, "teacher work motivation is a process carried out to move teachers so that their behavior can be directed towards real efforts to achieve the goals that have been set". According to Mangkunegara (2014:67) the factors that influence performance are: 1) motivation, and 2) ability. The definition of performance according to Mangkunegara in Suharsaputra, (2014:145), "performance (work achievement) is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him" Meanwhile, according to Suharsaputra (2014:147) that performance is the result of work achieved and can be demonstrated through the quality of work results, punctuality, initiative, skills and good communication. Meanwhile, according to Suharsaputra (2014: 176) "Teacher performance is basically the teacher's activities in carrying out his duties and obligations as a teacher and educator at school which can describe his work performance in carrying out all of this".

### METHODS

This type of research is descriptive research. The method that the author uses in research is a quantitative descriptive method. The population in this study were all teachers SMA Negeri 1 Simpang Mamplam Bireu totaling 43 people. The sample for this study was 43 people.

### RESULTS

#### Respondent Characteristics

Characteristics of respondents from 43 teachers at SMA Negeri 1 Simpang Mamplam Bireuen, the majority of whom were female, 32 people or (74.4%), while the age of SMA Negeri 1 Simpang Mamplam Bireuen teachers was between 31 - 40 years, 17 people or (39.5 %), then the majority of teachers at SMA Negeri 1 Simpang Mamplam Bireuen have a Bachelor's Degree (S1) or (86.6%).

#### Validity Test

The results of validity testing in the table above, the questionnaire contains 3 variables with 30 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 rtable is  $df = N - 2$  so  $43 - 3 =$

## Proceeding 2<sup>nd</sup> 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”

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

Variable reliability testing results Supervisory Supervision (X1) has value Cronbach's Alpha 0.858, Teacher Work Motivation (X2) has a Cronbach's Alpha value of 0.845, and is dependent Teacher Performance (Y) has a Cronbach's Alpha value of 0.888, 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.

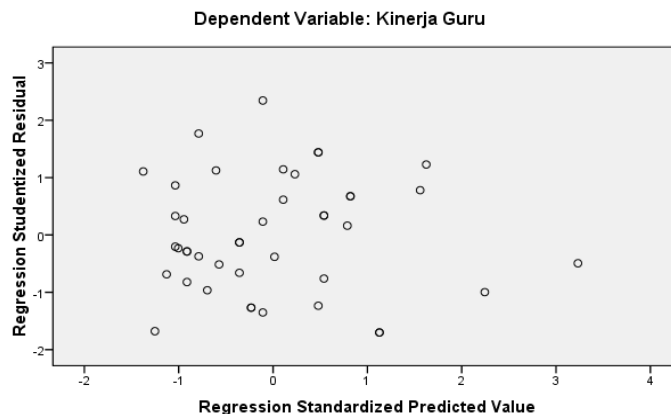
### Normality Test

The normality test using the Kolmogrov-Smirnov method found significant results at  $0.486 > 0.05$ , so it can be concluded that the regression method in this study has met the normality assumption.

### Test Heteroscedasticity

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

Scatterplot



**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

Multicollinearity was tested using the Variance Inflation Factor (VIF) and tolerance value. Based on the results that all independent variables have a VIF value of less than 10, it can be concluded that there are no symptoms of multicollinearity in this research model.

## Proceeding 2<sup>nd</sup> 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”

### Multiple Linear Regression Analysis

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

**Table 1. Regression Results Linear Multiple**

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	12,110	4,746	
	Supervisory Supervision	,427	.102	,436
	Teacher Work Motivation	,512	.114	,563

**Source: processed data (2024)**

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

$$Y = 12.110 + 0.427X_1 + 0.512X_2 + e$$

1. The constant value of 12.110 shows that if the independent variable is Supervisory Supervision (X1), Teacher Work Motivation (X2) is assumed to be constant, then Teacher Performance (Y) is worth 12.11%.
2. Regression coefficient on variables Supervisory Supervision of 0.427 shows that if the variable Supervisory Supervision (X1) increased by 10%, Teacher Performance (Y) will increase by 4.27% from the original condition.
3. Regression coefficient on variables Teacher Work Motivation (X2) of 0.512 shows that if the variable Teacher Work Motivation (X2) is increased by 10%, then Teacher Performance (Y) will increase by 5.12% from the original condition.

### F Statistical Test

The F test shows whether all independent variables have a joint influence on the dependent variable. The F test results can be seen in the table below:

**Table 2. F Statistical Test**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	105,252	2	52,626	13,972	,000a
	Residual	165,726	40	3,767		
	Total	270,979	42			

**Source: processed data (2024)**

Based on the calculation results,  $F_{count} = 13,972$  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  $F_{count} > F_{table}$  ( $13,972 > 2.84$ ) with a sig value of  $(0.000 < 0.05)$  then simultaneously (together) Supervisory Supervision (X1), Teacher Work Motivation (X2) has a significant effect on Teacher Performance (Y) of SMA Negeri 1 Simpang Mamplam Bireuen.

**Statistical Test t**

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

**Table 3. Statistical Test t**

Variable	tcount	ttable	Sig.	KET
Supervisory Supervision(X1)	4,088	2,021	,000	Ha1 Accepted
Teacher Work Motivation(X2)	4,494	2,021	,000	Ha2 Accepted

**Source: processed data (2024)**

The results of the t test above can be concluded that the Supervisory Supervision variable (X1) as in the table above,  $t_{count} > t_{table}$  ( $4,088 > 2,021$ ) with a probability of 0.000 whose value is below 0.05. Thus Ha1 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 Teacher Work Motivation (X2) as in the table above,  $t_{count} > t_{table}$  ( $4,494 > 2,021$ ) with a probability of 0.000 whose value is below 0.05. Thus Ha2 is accepted, which means there is a partially significant positive influence on Teacher Performance (Y).

**Correlation Coefficient and Determination Coefficient Test**

The correlation coefficient (R) is 0.623. This means that the relationship between the independent variable and the dependent variable is 62.3%. From these figures it can be concluded that the relationship between the independent variable and the dependent variable is strong. The amount of Adjust R Square (R<sup>2</sup>) is 0.388. The results of this statistical calculation mean that the ability of the independent variable to explain variations in changes in the dependent variable is 38.8%, while the remaining 61.2% is explained by other variables outside the analyzed regression model, such as school culture variables, teacher competence, work environment, work discipline and others.

**DISCUSSION**
**Influence Supervisory Supervision On Teacher Performance at SMA Negeri 1 Simpang Mamplam Bireuen**

Partial hypothesis testing Supervisory supervision is influential on teacher performance at SMA Negeri 1 Simpang Mamplam Bireuen. This result was obtained from the t test results obtained  $t_{count} > t_{table}$  ( $4,088 > 2,021$ ) with a probability of 0.000 whose value is below 0.05. Thus Ha1 is accepted, which means there is a partially significant positive influence on Teacher Performance (Y). This research is supported by research by Beratha et al. (2017) and Sukanto (2023) found that the results of supervisory supervision had a significant positive effect on teacher performance. Ramadhan (2017) found that inferential analysis using linear regression showed that the academic supervision competence of school supervisors had a significant effect on teacher performance.

**Influence Teacher Work Motivation To Teacher Performance at SMA Negeri 1 Simpang Mamplam Bireuen**

Partial hypothesis testing Teacher work motivation has an influence on Teacher Performance at SMA Negeri 1 Simpang Mamplam Bireuen. This result was obtained from the t test results obtained  $t_{count} > t_{table}$  ( $4,494 > 2.021$ ) 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). This research is in line with Riyadi & Mulyapradana (2017) research results show that work motivation has a positive and significant effect on performance. Novyanti's research (2015) found that work motivation has a significant effect on employee performance and Research by Agustina et al (2020) found that teacher work motivation influences teacher performance.

**Influence Supervisory Supervision and Teacher Work Motivation On Teacher Performance at SMA Negeri 1 Simpang Mamplam Bireuen**

Simultaneously (together) variables Supervisory Supervision and Teacher Work Motivation have a significant influence on Teacher Performance at SMA Negeri 1 Simpang Mamplam Bireuen. This result can be seen in the F test results obtained by  $F_{count} = 13,972$  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  $F_{count} > F_{table}$  ( $13,972 > 2.84$ ) with a sig value obtained ( $0.000 < 0.05$ ).

**CONCLUSION**

Based on the results of data analysis carried out by the author, the conclusions in this research are as follows: Partial hypothesis testing Supervisory supervision is influential on teacher performance at SMA Negeri 1 Simpang Mamplam Bireuen. This result was obtained from the t test results obtained  $t_{count} > t_{table}$  ( $4,088 > 2.021$ ) 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). Partial hypothesis testing Teacher work motivation has an influence on Teacher Performance at SMA Negeri 1 Simpang Mamplam Bireuen. This result was obtained from the t test results obtained  $t_{count} > t_{table}$  ( $4,494 > 2.021$ ) 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). Simultaneously (together) variables Supervisory Supervision and Teacher Work Motivation have a significant influence on Teacher Performance at SMA Negeri 1 Simpang Mamplam Bireuen. This result can be seen in the F test results obtained by  $F_{count} = 13,972$  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  $F_{count} > F_{table}$  ( $13,972 > 2.84$ ) with a sig value obtained ( $0.000 < 0.05$ ).

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## Proceeding 2<sup>nd</sup> Medan International Economics and Business

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Volume 2, Issue 1, 2024

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

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