# THE INFLUENCE OF DISCIPLINE AND WORK MOTIVATION ON TEACHER PERFORMANCE AT DEVELOPMENT PRIVATE HIGH SCHOOL TANAH JAVA DISTRICT SIMALUNGUN DISTRICT

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***Abstract***

*This study aims to determine the effect of discipline and work motivation on teacher performance at SMA swasta Bina Guna, Tanah Jawa district, Simalungun regency. The research method used is descriptive quantitative method with data analysis, namely validity test, reliability test, normality test, multiple linear regression analysis, coefficient of determination (r2), and hypothesis testing. The population in this study were all teachers of SMA Swasta Bina Guna Tanah Jawa as many as as 34 people. The data source of this research is primary data by using research instrument in the form of a questionnaire. The results of this study indicate that partially the discipline variable (X1) and work motivation variable (X2) have a significant positive effect on teacher performance at SMA Swasta Bina Guna Tanah Jawa.*

*Keywords :* Discipline, Work Motivation and Performance

## INTRODUCTION

In something organization agency or company need man For reach goal . Success something organization / institution in reach the goal No regardless relation from RESOURCES _ _ _ Human Resources ( HR ) owned , the more tight competition between organization so that Human Resources _ needed in a manner consistent develop capacity they in a manner active . HR has role important in operate existing tasks _ in the organization , because That organization must guard as well as manage source Power man That with Good that is with method give the wish of the Guru then the Guru will give results good performance _ to organization . In observation while , still Lots teacher who come late and no appropriate time home , no permission moment out during business hours ,no attend morning briefings and go home , often neglect task , so make the Master not enough discipline . In conditions on the ground about teacher performance in Bina Guna Tanah Jawa Private High School own trend more discipline _ decreased and will influence teacher 's performance in carry out the process of learning and teaching in schools .

Based on problem described _ above , author interested For do more carry on study with title " Influence Discipline and Motivation Work Against Teacher Performance at Bina Guna Private High School, Tanah Jawa District Regency Simelungun ".

## LITERATURE REVIEWS

### Discipline

Discipline is an attitude of obeying the rules in an organization. The task given to the teacher must have a sense of responsibility. This illustrates good discipline, the

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organization will find it difficult to achieve its goals without discipline. According to another opinion expressed by Keith Davis in Mangkunegara (2017: 129) "Work discipline is defined as the implementation of management to strengthen organizational guidelines ." Sinambela (2018: 335) explains that work discipline is the awareness and willingness of employees to comply with all organizational regulations. and prevailing social norms .

**Motivation Work**

Motivation Work is method in give encouragement Spirit to self Alone nor to others so with exists That expected lead to objective together . According to Ernest J. McCornick in Mangkunegara (2017:94) " Motivation is influential conditions _ arouse , direct and maintain related behavior _ with environment work ".

**Teacher Performance**

Term performance originate from word *job performance* or *Actual Performance* ( achievement Work or performance actually achieved by someone ) . According to Mangkunegara (2017:67) understanding performance is "The result of work in a manner the quality and quantity achieved by a teacher/ employee in carry out his job in accordance with not quite enough answer given _ to him ".

**Framework Think**

Framework thinking is a conceptual model about How theory relate with various factors that have identified as important issue . _ So therefore writer make framework think in connection with study This variable discipline ($X_1$), motivation work ($X_2$) and performance teacher (Y).

## RESEARCH METHODS

**Data Types and Sources**

Sugiyono (2016:2) writes in the book Method Research , that " Method study is something method scientific For get data with purpose and use particular and the results will For solve scrupulous matter " . Method research used _ in study This is method study descriptive quantitative . Primary data is used writer is with method spread questionnaire and observation to Bina Guna Private High School teachers, Tanah Jawa District Regency Simalungun . Questionnaire  spread For get the results of the respondent's data How about discipline , motivation work and performance .

**Population and Sample**

Population in study This totaling 34 respondents . technique taking sample in study This use technique which probability sampling all teachers have the same opportunity For entered into the sample . In study this , the whole population used as sample .

**Validity Test Instrument**

According to ( Riduwan , 2012:97) said that " If the instrument said to be valid means show tool measure used _ For  getting the data valid means  show tool measure used _ For getting the data is valid so that valid means the instrument can used For measure what should _ measured ". Questionnaire is said to be valid if statements on the questionnaire capable For disclose something that will measured by a questionnaire the . Significant test

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done with method compare $r_{count}$ value with $r_{table}$ for degrees of freedom ( df ) = n-2, in matter this n is amount sample . For test each valid indicator or no , got seen from appearance *Cronbach Alpha output (α)* in the *Correlated Item-Total Correlation* column . If r count ( coefficient correlation ) more big from r table ( value critical ) at the level significance of 5% or 0.05 and worth positive so grain from statement or indicator the declared valid.

**Reliability Test Instrument**

According to ( Sukardi , 2012:127) Reliability The same with consistency or tired . Something instrument study said reliable if instrument study the own consistent results _ in measure what you want measured . In study this is a reliability test use Cornbach's Alpha with method compare alpha value with r-table.

For determine a reliable item or no , then :

a) If $r_{count}$ calculation positive , as well as $r_{count} > r_{table}$ α=n 0.6 df n-2 then variable or grain statement reliable .

b) If $r_{count}$ calculation positive , as well as $r_{count} < r_{table}$ α=n 0.6 df n-2 then variable or grain statement No reliable .

**Data Analysis Techniques**

Collected data so can useful , data analysis is necessary done . Data analysis used in research This are data normality test , multicollinearity test, heteroscedasticity test , analysis multiple linear regression , coefficient determination (r2), t test ( perial ), and F test ( simultaneous ).

## RESULTS AND DISCUSSION

**Characteristics Respondents**

collection on research This done with method deployment distributed questionnaires _ to 34 respondents as a teacher and employee staff at Bina Guna Tanah Jawa Private High School . Description characteristics respondent done with approach *percentage* . The following is the respondent's data based on type gender , education last , and age . The results of each characteristic respondent will displayed in SPSS form , as following :

**Table 1. Type Sex**

|  | frequency | percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|
| Man Man | 8 | 23.5 | 23.5 | 23.05 |
| woman | 26 | 76.5 | 76.5 | 100 |
|  | 34 | 100 | 100 |  |

*Source : SPSS Statistics Secondary Data 22*

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Based on table 1 above obtained that respondent type sex man amounted to 8 people (23.5%) and respondents type sex Woman amounted to 26 people (76.5%). So got concluded that most of the respondents in Bina Guna Tanah Jawa Private High School is respondent type sex Woman with a total of 22 people (76.5%).

### Table 2. Last Education

|  | frequency | percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|
| S-1 | 33 | 97.1 | 97.1 | 97.1 |
| D-3 | 1 | 2.9 | 2.9 | 100 |
| Total | 34 | 100 | 100 | |

*Source : SPSS Statistics Secondary Data 22*

Based on information in table 2 above obtained that respondents by S-1 education numbered 33 people (97.1%), respondents by D-3 education amounted to 1 person (2.9%). So get it concluded that the most respondents at SMA Swasta Bina Guna Tanah Java is respondents with S-1 education totaled 33 people (97.1%).

### Tabel 3. Usia

|  | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|
| 20-30 | 18 | 52.9 | 52.9 | 52.9 |
| 31-40 | 10 | 29.4 | 29.4 | 82.4 |
| 41-50 | 2 | 5.9 | 5.9 | 88.2 |
| 51-61 | 4 | 11.8 | 11.8 | 100 |
| Total | 34 | 100 | 100 | |

*Source : SPSS Statistics Secondary Data 22*

Based on information in table 3 above obtained that respondent with 20-30 years old amounted to 18 people (52.9%), respondents with ages 31-40 years amounted to 10 people ( 29.4% people ), respondents with ages 41-50 years amounted to 2 people (5.9%), respondents with ages 51-61 years amounted to 4 people (11.8%). So got concluded that most of the respondents at Bina Guna Tanah Jawa Private High School is respondent with 20-30 years old amounted to 18 people (52.9%).

**Validity Test Results and Reliability Tests**

validity is accuracy or precision an internal instrument measurement . While the reliability test used For know consistency tool measure , whether tool gauge used _ still consistent If measurement the repeated .

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**Validity Test**

For level validity done with compare n calculated r values with table r value . For degrees freedom (dk=n-2), in matter this N is amount sample . In case This big dk can calculated 34-2 or dk = 32 With an alpha of 0.05, we get an r table of 0.3388. If r count > from r table, then grain question the said to be valid.

**Table 4. Validity Test**

| Variable | Statement Items | r Count | r Table | Cases |
|---|---|---|---|---|
| Discipline Work ($X_1$) | X1.1 | 0.872 | 0.338 | Valid |
| | X1.2 | 0.753 | 0.338 | Valid |
| | X1.3 | 0.846 | 0.338 | Valid |
| | X1.4 | 0.875 | 0.338 | Valid |
| | X1.5 | 0,862 | 0,338 | Valid |
| | X1.6 | 0,685 | 0,338 | Valid |
| | X1.7 | 0,752 | 0,338 | Valid |
| | X1.8 | 0,811 | 0,338 | Valid |
| | X1.9 | 0,650 | 0,338 | Valid |
| | X1.10 | 0,686 | 0,338 | Valid |
| | X2.1 | 0,577 | 0,338 | Valid |
| Motivasi Kerja ($X_2$) | X2.2 | 0,675 | 0,338 | Valid |
| | X2.3 | 0,733 | 0,338 | Valid |
| | X2.4 | 0,679 | 0,338 | Valid |
| | X2.5 | 0,764 | 0,338 | Valid |
| | X2.6 | 0,876 | 0,338 | Valid |
| | X2.7 | 0,612 | 0,338 | Valid |
| | X2.8 | 0,457 | 0,338 | Valid |
| | X2.9 | 0,697 | 0,338 | Valid |
| | X2.10 | 0,546 | 0,338 | Valid |
| | X2.11 | 0,821 | 0,338 | Valid |
| | X2.12 | 0,579 | 0,338 | Valid |
| | X2.13 | 0,581 | 0,338 | Valid |
| | X2.14 | 0,701 | 0,338 | Valid |
| | X2.15 | 0,876 | 0,338 | Valid |
| | X2.16 | 0,684 | 0,338 | Valid |
| | Y.1 | 0,627 | 0,338 | Valid |
| | Y.2 | 0,727 | 0,338 | Valid |
| | Y.3 | 0,602 | 0,338 | Valid |
| | Y.4 | 0,613 | 0,338 | Valid |

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| Kinerja | Y.5 | 0,696 | 0,338 | Valid |
|---------|-----|-------|-------|-------|
| Guru (Y) | Y.6 | 0,672 | 0,338 | Valid |
| | Y.7 | 0,732 | 0,338 | Valid |
| | Y.8 | 0,738 | 0,338 | Valid |
| | Y.9 | 0,511 | 0,338 | Valid |
| | Y.10 | 0,611 | 0,338 | Valid |
| | Y.11 | 0,601 | 0,338 | Valid |
| | Y.12 | 0,467 | 0,338 | Valid |
| | Y.13 | 0,651 | 0,338 | Valid |
| | Y.14 | 0,648 | 0,338 | Valid |

*Sumber: Data primer diolah  SPSS Statistics 2*

Based on table 4 shows that each statement item has r arithmetic > r table and has a value positive . So with thereby grain statement the declared valid.

**Reliability Test**

Reliability is index showing _ to what extent tool measurement can trusted or dependable . For test the reliability of the variable is tested for reliability with mark *reliability coefficients* (alpha *)* > 0.06. From the results of this test will shows variable data if alpha value separately whole is at above 0.60 's means tool measure used _ good and fulfilling requirements .

**Table 5. Reliability Test**

| Variable | Cronbach's Alpha | Information |
|----------|------------------|-------------|
| Discipline Work (X $_1$ ) | 0.881 | Very Reliable |
| Motivation Work (X $_2$ ) | 0.834 | Reliable |
| Teacher Performance (Y) | 0.880 | Reliable |

*Source : Primary data processed by SPSS Statistics 22*

Based on table 5 above show that each variable have Cronbach Alpha > 0.60. With thereby variable the said reliable and capable fulfil terms .

**Normality Test**

Normality test done with use Kolmogorov Smirnov's approach . With use level significance of 5% then If mark *Asymp. sig . (2-tailed )* above , value significant 5% means that the residual variable is normally distributed.

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**Table 6. Normality Test**

| Information | Unstandardized Residuals |
|---|---|
| N | 34 |
| Means | .0000000 |
| std. | 2.8433345 |
| Deviation | 7 |
| absolute | 096 |
| Positive | 096 |
| Negative | -.049 |
| Test Statistics | 096 |
| Asymp. Sig . | .200 |

Based on table 6 above obtained that mark *probability* in *Asymp.Sig . (2-tailed)* of 0.200 which means probability value in the data used is of 0.05, so that the Kolmogorov- sirnov (KS) non- parametric statistical test states that residual variables are normally distributed (0.200 > 0.05).

**Multicollinearity Test**

Multicollinearity test aim For test what is the regression model found exists correlation between variable free Good should No happen correlation between _ variable independent . Where in matter This used analysis on tolerance value and VIF.

1). If the VIF (Variance Inflation Factor) value is > 10, then There is case multicollinearity ;

2). If the VIF (Variance Inflation Factor) value is < 10, then No There is case multicollinearity .

**Table.7 Multicollinearity Test**

| Model | B | tolerance | VIF |
|---|---|---|---|
| Constant | 23,056 | | |
| Discipline | | 1,277 | .783 |
| Motivation Work | | 1,277 | .783 |

*Source : Primary data processed by SPSS 22*

Based on table 7 Explain that results of the multicollinearity test on the equation mark *collinearity tolerance* each variable own value > 0.10 where variable discipline of 1.277 > 0.10 with VIF value of 0.783 <0.10 and motivation work 1.277 > 0.10 with VIF value 0.783 <0.10 means in the equation This No happen correlation between independent variable or No happen multicollinearity.

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**Heteroscedasticity Test**

Heteroscedasticity test aim test is in the regression model happen variance inequality of residual one observation other observations . For detect exists heteroscedasticity can done with using the *Glejser* test . If value significance between variable independent with more absolute residuals of 0.05 then No happen problem heteroscedasticity . The test results can seen from table 8 below this :

**Table 8. Heteroscedasticity Test**

| Information | Unstandardized Residuals B | Sig. |
|---|---|---|
| (Constant) | -885 | .789 |
| Discipline | 011 | .849 |
| Motivation Work | 042 | .463 |

*Source : Primary data processed by SPSS 22*

Based on table 8 above is known that mark significance of the independent variable discipline of 0.849 and motivation Work of 0.463, which means more big of 0.05 then can said that on the variable study This No happen heteroscedasticity .

**Analysis Multiple Linear Regression**

Analysis regression double is regression where variable bound (Y) connected or explained by variables free (X) . With thus , results analysis regression double show mark as following :

**Table 9. Multiple Linear Regression**

| Model | B | Std Error | Sig. |
|---|---|---|---|
| (Constant) | 23,056 | 5,504 | .000 |
| Discipline | .296 | 093 | 003 |
| Motivation Work | .362 | 095 | 001 |

*Source : Primary Data processed SPSS Statistics 22*

Based on results table 9 shows results analysis multiple linear regression obtained *coefficients* for variable free or discipline work ($X_1$) of 0.296 with significance of 0.003 ( worth positive ) and motivation work ($X_2$) of 0.362 with significance 0.001 and with *Constant* of 23.056 with significance 0.000 <0.05 then the equation model regression double obtained _ is as following :

**Y= 23.056 + 0.296 $X_1$ + 0.362 $X_2$**

Based on results analysis multiple linear regression above _ show that coefficient discipline Work of 0.296 ( value positive ) and motivation Work by 0.362, that is discipline work and motivation Work to teacher performance at Bina Guna Private High School, Tanah Jawa District is characteristic positive.

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## Coefficient Determination (r2)

Coefficient the determination (r2) is used For know percentage donation influence simultaneously variables free (X) against variable bound (Y). Following This show results from SPSS data:

**Table 10. Coefficient Determination (r2)**

| Model | R | R Square | Adjusted R Square | Estimates |
|-------|-----|----------|-------------------|-----------|
| 1 | .773 | .597 | .571 | 2,934 |

*Source : Primary data processed by SPSS Statistics 22*

Based on table 10 above results mark coefficient determination ( *adjusted R Square* ) is known that *independent* variable or discipline work and motivation work (X) effect to variable *dependent* or teacher performance ( Y) stated in *adjusted R square* i.e. 0.571 (57.1%), meaning that 57.1% variable *independent* or discipline work and motivation work (X) can influence *dependent* variable or teacher performance (Y).

## Hypothesis Test Results

### t test ( Persial )

The t test was used For see magnitude influence of each component variable Where variable free that is discipline work and motivation work (X), and variables bound that is teacher performance (Y). testing This done with compare $T_{count}$ with $T_{table}$ .

**Table 11. Test Results t**

| Model | t | Sig. |
|-------|-----|------|
| (Constant) | 4,189 | .000 |
| Discipline | 3.176 | 003 |
| Motivation Work | 3,823 | 001 |

*Source : Primary data processed by SPSS Statistics 22*

Based on table 11 above then the t test shows results explanation as following :

- **Variable Discipline Work (X1 ) on Teacher Performance (Y)**

  Variable discipline Work to teacher performance shows that $T_{count} > T_{table}$ Where mark $T_{count}$ of 3.176 > $T_{table}$ 2,037 with significance 0.003 <0.05. With so , can concluded that hypothesis acceptable and influential significant to variable bound or It means discipline work ($X_1$ ) effect to teacher performance (Y).

- **Variable Motivation Work (X2) on Teacher Performance (Y)**

  Variable motivation Work to teacher performance shows that $T_{count} > T_{table}$ Where mark $T_{count}$ of 3.823 > $T_{table}$ 2.037 with significance 0.001 <0.05. With so , can concluded

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that hypothesis acceptable and influential significant to variable bound or It means motivation work ($X_2$) influential to teacher performance (Y).

**F Test ( Simultaneous )**

The F test was used For know is variable free or discipline work ($X_1$) and motivation work ($X_2$) effect significant to teacher performance _ simultaneous . The method with compare $F_{count}$ with $F_{table}$ .

➤ If $F_{count} > F_{table}$ , then hypothesis accepted . It means discipline work and motivation work (X) in a manner simultaneous influential to teacher performance .

➤ If $F_{count} < F_{table}$ , then hypothesis rejected . It means discipline work and motivation work (X) in a manner simultaneous No influential to teacher performance (Y).

Need known in research This amount sample (n) is 34 people and variables overall (k) is 3 so obtained provision following :

- df ( quantifier ) k-1 ~~3~~1 =2
- df ( denominator ) ~~nk~~ 34-3 = 31

Viewed from $F_{table}$ with the conditions above (2:31) are obtained $F_{table}$ of 3.30. Test results in simultaneous (F) as following :

**Table 12. F Test ( Simultaneous )**

| Model | F | Sig. |
|---|---|---|
| Regression | 23,004 | .000$^b$ |
| Residual | | |
| Total | | |

Based on table 12 above can seen that mark $F_{count}$ of 23.004 > $F_{table}$ of 3.30 with significant 0.000 <0.05 can concluded that results the fulfil stated criteria _ that hypothesis accepted . it _ show that in a manner simultaneous discipline work and motivation Work influential significant to teacher performance at Bina Guna Private High School, Tanah Jawa District .

## CLOSING

**Conclusion**

Based on results research conducted , then _ can obtained conclusion as following :

a. Analysis results hypothesis show that discipline ($X_1$) effect significant to teacher performance (Y), where matter This strengthened and supported from partial test results .

b. Analysis results hypothesis show that Motivation work ($X_2$) effect significant to teacher performance (Y), where matter This strengthened and supported from partial test results .

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c. Analysis results in a manner simultaneous state that discipline and motivation Work influential significant to teacher performance at Bina Guna Private High School, Tanah Jawa District Regency Simalungun .

## SUGGESTION

Based on conclusions reached _ in study this , then suggested as _ complementary to results study as following :

a. To leadership ( head school ) in effort enhancement teacher performance , should be leadership ( head school ) can give example especially in discipline time , always give good example , how _ carry out work , communicate with good and caring connection work .

b. Leader School expected more notice bottom and always give support or encouragement form motivation , so the teachers are getting enthusiastic For work , and create work more maximum so that increase results good performance . _

c. To all teachers and leaders ( head school ), in carry out task so more increase discipline in attendance at school nor inside _ class , because That give impact positive For obtain results good performance . _

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