SUPERVISION, COMPENSATION, LEADERSHIP AND WORK ENVIRONMENT ON TEACHER WORK DISCIPLINE AT SMPN 1 KUNDURAN BLORA

Rizki Widianti, Ida Ayu Kade Rachmawati Kusasih
Sekolah Tinggi Ilmu Ekonomi Surakarta, Indonesia
rizkiwidia08@gmail.com, kade.rachmawati@gmail.com

Abstract

This study aims to determine the effect of supervision, compensation, leadership and work environment on the work discipline of teachers at SMPN 1 Kunduran Blora. Determination of the sample using the saturated sample method, as many as 53 existing populations are all respondents. The data source used is primary data. Methods of data collection using questionnaires and methods of data analysis using data instrument tests, classical assumption tests, and hypothesis testing including multiple linear regression, t test and test the coefficient of determination. The results show that supervision and leadership have a significant effect on work discipline, while compensation and work environment have no significant effect on work discipline.

Keywords: Supervision, Leadership Compensation, Work environment, Work Discipline.

Introduction

Human resources are the main aspect in an organization and cannot be separated from an organization, both for institutions and industries(Susanto, 2018). Therefore the success or failure of an organization depends on the human energy resources contained in the organization. Likewise for the world of learning, in increasing the level of learning so that competent and qualified educators are needed. The level of learning can be seen from schools that have succeeded in producing quality students. Therefore educators are one aspect of the human resource factor that determines the success of the level of school learning. This is because educators are people who deal directly with students at school. With the existence of a quality level of learning, it will be able to create a smart nation so that it can compete in the era of globalization.

The era of globalization is marked by rapid progress in all fields, especially in the field of education. The progress of learning in Indonesia is influenced by globalization so that competent human resources are needed. In this case, the position of educators in the educational process will run efficiently by paying attention to teacher order. The level of orderliness of educators in carrying out their duties is very meaningful in the success of

achieving its goals. In the absence of great discipline in carrying out tasks, the application of education in schools may not work as expected. In an effort to maintain order and the implementation of tasks in order to achieve school goals,(Pujianto et al., 2020).

The government has also made efforts to enforce employee discipline through legal guarantees, namely regulation No. 30 of 1980 concerning Disciplinary Regulations for Civil Servants to follow close supervision or exemplary leadership. With the existence of sanctions for teachers, employees and other staff who violate established rules or regulations which have the aim of upholding work discipline towards escalating work discipline towards escalating proper efficiency and effectiveness in an organization. Even though there are regulations that have been set, violations still occur.

There is research related to work discipline, one of which is research(Permana et al., 2015)The results of this research are the influence of leadership, supervision and sanctions variables on work discipline. Good leadership and supervision and providing fair sanctions will improve employee work order. This is also supported by research(Utari, 2015)proves that there is a partial and simultaneous influence between supervision, compensation and leadership on employee work discipline. The compensation variable most strongly influences employee work discipline.

Escalation of teacher discipline can be implemented by increasing the leadership and work motivation of teachers, work discipline variables are influenced by leadership and work motivation variables(Nurmawati et al., 2013). In the research conducted(Pujianto et al., 2020)The results show that the principal's academic supervision and the work environment have a positive and significant effect on teacher performance. The principal's academic supervision is all the efforts of the principal in leading teachers and other employees to improve teaching and a good work environment that can be realized by good and harmonious interaction between the principal and teachers, teachers and teachers, teachers and education staff and his students. A supportive work environment will result in an escalation of employee work discipline and a balance of procedural justice will also result in an escalation of employee work discipline(Lelenggu, 2017). According to(Sari et al., 2015)the results of his research show that the provision of work compensation and school climate together have a positive effect on work discipline.

SMPN 1 Kunduran is one of the junior high schools in Blora district which has educators with good and competent performance, fairly complete facilities and produces many quality students. Based on interviews conducted on 5 October 2022 with several teachers at SMPN 1 Kunduran, the discipline of teachers and staff still needs to be improved. For absenteeism the presence of teachers and other staff employees sometimes does not ask permission directly from the school principal. There is still low awareness of some teachers regarding the imposition of attributes such as identification and permits for scheduled activities, the school principal always urges the teacher concerned to exchange hours with teachers who have no hours, this has started to work but not optimally.

This research is important to conduct to find out what factors influence teacher work discipline at SMPN 1 Kunduran. This research is expected to be a contribution to thinking in the world of education, as reference material for other researchers who wish to develop

knowledge, and for schools to be used as material for consideration in efforts to improve teacher work discipline through analysis of supervision, compensation, leadership and work environment, so as to support achieving educational program goals.

Based on this description, to find out how much supervision, compensation, leadership and work environment affect work discipline, the researcher is interested in conducting research on the effect of supervision, compensation, leadership and work environment on teacher work discipline at SMPN 1 Kunduran.

Research methods

This study uses primary data, namely data obtained directly from the research object, namely SMPN 1 Kunduran teachers through interviews and distributing questionnaires. The questionnaire statement uses a Likert scale with points Strongly Agree 5, Agree 4, Neutral 3, Disagree 2 and Strongly Disagree 1(Listyawati, 2017). The research object used was the teacher of SMPN 1 Kunduran. The population in this study were all teachers at SMPN 1 Kunduran, totaling 54 teachers. Samples are taken from all members of the population as a sample, this method is called the saturated sample method(Utari, 2015). So the sample used consisted of 54 respondents.

Results and Discussion of Research Findings

Validity test

A test used to see the accuracy of the questionnaire that has been processed and to measure data from respondents. How to read it with a comparison of r arithmetic and r tables. If r count $\geq$ r table then it is valid and vice versa. Based on the research sample, there are 53 respondents df = (n-2), so the r table is 0.271. The result of the coefficient r is calculated $\geq$ r table is 0.271, it means that each statement item contained in each variable is valid.

Reliability Test

Based on the data that has been tested, it can be stated that all variables are reliable, because they have a Cronbach's Alpha result of $\geq$ 0.60.

Normality test

From the data analysis the normality test with Kolmogorov Smirnov is fulfilled because the Asymp value. Sig. (2-tailed) 0.195 $\geq$ 0.05, it means that the data is normally distributed.

Multicollinearity Test

The calculation results obtained in the multicollinearity test stated that there was no multicollinearity in all variables because the VIF column score was $\leq$ 10 while the Tolerance score was $\geq$ 0.10.

Heteroscedasticity Test

In making decisions tested using the Glejser test, if it has a significance value of $\geq$ 0.05 then heteroscedasticity does not occur and vice versa if it has a significance value of $\leq$ 0.05

then heteroscedasticity occurs. Based on the Glejse test, the sig values for each variable are 0.184, 0.228, 0.639, and 0.944. The values of all independent variables are ≥ 0.05, which means that heteroscedasticity does not occur.

Table1. Test Results t

Variable	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Betas		
(Constant)	7,196	2,794		2,576	0.013
Surveillance (X1)	0.298	0.122	0.287	2,450	0.018
Compensation (X2)	-0.089	0.137	-0.075	-0.653	0.575
Leadership (X3)	0.640	0.151	0.547	4,249	0,000
Work Environment (X4)	-0.013	0.114	-0.014	-0.117	0.907

Source: Processed data (2022)

t test

In accordance with what is contained in Table 1 of the t test results, it can be concluded that the regression model obtained is:

$$Y= 7.196 + 0.298\ X1 - 0.089\ X2 + 0.640\ X3 - 0.013\ X4 + e$$

Analysis of the t test or partial test shows the results in the Sig table provided the significant value is less than 0.05. Monitoring of Sig value. equal to $0.013 \leq 0.05$, then supervision has a partial influence on work discipline. Sig point compensation. a number of $0.018 \leq 0.05$ means that compensation has a partial influence on work discipline. Value leadership Sig. a total of $0.575 \geq 0.05$, which means there is no impact between work discipline. Sig value work environment. $0.000 \leq 0.05$ means there is a positive impact on work discipline. Work environment score Sig. $0.907 \geq 0.05$ which means there is no impact between work discipline.

Determination Coefficient Test

The research results that have been tested state that the adjusted R Square obtained a value of 41.7%. This means that the contribution of supervision, compensation, leadership and work environment to work discipline is only 58.3%, which can be influenced by other variables not examined by researchers.

Discussion

The influence of supervision on work discipline where the results of the regression test obtained a significant value on the supervision variable of $0.018 \leq 0.05$, which means that supervision has a significant effect on the work discipline of SMPN 1 Kunduran teachers because the significant value is smaller than 0.05. This shows that the supervision carried out by the leadership of SMPN 1 Kunduran is good, thus influencing the discipline of teachers at SMPN 1 Kunduran. The better the supervision carried out, the better the level of work discipline, and vice versa, the lower the supervision carried out, the work discipline will decrease. This is in accordance with previous research conducted by(Dhista Adi Prabowo, 2014),(Nellitawati, 2017)And(Mekarsari et al., 2021)that supervision has a significant effect on work discipline.

The impact of compensation on work discipline where the regression test produces a significant variable of compensation worth $0.917 \geq 0.05$, which means that compensation does not have a significant effect on the work discipline of SMPN 1 Kunduran teachers. It should have a significant value less than 0.05. The amount of compensation given to teachers at SMPN 1 Kunduran does not affect work discipline because teachers will continue to carry out their duties properly and do not make teachers lazy in teaching their students. The most important thing as a teacher is dedication to educating and educating children as the nation's next generation. There are many examples in Indonesia of teachers who only receive very minimal compensation, especially in underdeveloped or remote areas. In fact, many of these teachers do not have a clear employment status. This is supported by research(Nurmawati et al., 2013),(Sari et al., 2015)And(Rovi Romadhon et al., 2022)which states that compensation has no significant effect on work discipline.

The influence of leadership on work discipline where the results of the regression test obtain a significant value on the leadership variable is worth $0.00 \leq 0.05$, which means that leadership has a significant effect on work discipline at SMPN 1 Kunduran because the significant value is less than 0.05. The success of a leader in influencing his subordinates is shown by the obedience and obedience of subordinates to their work responsibilities. Principals who successfully carry out their duties properly can trigger the emergence of teacher enthusiasm so that work discipline can increase. This research is in accordance with the research(Utari, 2015),(Anis & Jubaeri, 2016)as well as(Rovi Romadhon et al., 2022)The results show that leadership influences work discipline.

The effect of the work environment on work discipline where the results of the regression test produce a significant value of the work environment variable $0.907 \geq 0.05$, which means that the work environment does not affect work discipline in SMPN 1 Kunduran should have a significant value less than 0.05. This research is in accordance with the research conducted(Wahyuningrum et al., 2020),(Yulius et al., 2020), as well as(Permana et al., 2015)the results stated that the work environment had no effect on work discipline. Teacher discipline at SMPN 1 Kunduran is not greatly influenced by the work environment. The work environment, such as the working atmosphere, relationships with co-workers, relationships between subordinates and leaders and the availability of facilities or facilities and infrastructure, even if they are inadequate, does not make teachers undisciplined.

I. Conclusions and recommendations

From the data analysis, it can be concluded that supervision and leadership have a significant effect on the work discipline of SMPN 1 Kunduran teachers. Meanwhile, compensation and work environment do not have a significant effect on the work discipline of SMPN 1 Kunduran teachers.

In connection with the results of the research and discussion, the author suggests that teachers at SMPN 1 Kunduran can carry out close supervision of themselves and their division. School principals should be able to implement better supervision. School principals should instill a greater sense of responsibility and the importance of discipline in teachers so

that disciplinary behavior can grow that arises from personal encouragement or from within themselves.

In terms of leadership, researchers suggest that school principals should implement rewards and punishments for SMPN 1 Kunduran teachers that are really carried out well. With rewards and punishment, it is hoped that it can motivate, increase discipline and improve the achievements and other benefits of SMPN 1 Kunduran teachers.

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