



ANALYSIS OF IMPROVING TEACHER PERFORMANCE AND WORK ENVIRONMENT AND PROFESSIONALISM

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Abstract

This research aims to see the influence of the work environment and professionalism on teacher performance at SMP N 3 Gunung Talang, Solok Regency. The type of research used is descriptive correlative research. Correlative descriptive is a research method that aims to see the relationship between two or more variables. The variable that influences is the independent variable (X), while the variable that is affected by the independent variable is called the dependent variable (Y). Based on the research results, the multiple linear regression equation is $Y = 17.868 - 0.063X_1 + 0.603X_2 + e$. The constant value is 17.868. The research results determined the determination value with an Rsquare of 0.605 or 60.5%. H1 is accepted with a tcount value of $-0.554 < t_{table} 2.051$ and a significance value greater than $\alpha 0.05$ ($0.584 > 0.05$), H2 is accepted with a tcount value of $6.394 < t_{table} 2.051$ and a significance value smaller than $\alpha 0.05$ ($0.000 > 0.05$). H3 does not have a significant and simultaneous influence on teacher performance with an Fcount value of $20.642 < F_{table} 3.34$ and a significance value of $0.000 > 0.05$.

Keywords: Work Environment, Professionalism and Teacher Performance

Introduction

Human Resources (HR) are very important in a company or organization in achieving goals. The development of sophisticated technology will be useless if it is not supported by good human resources, apart from that, from an internal perspective, companies are faced with various problems including performance, productivity, service, budget (cost), time, environment, work behavior, and so on. (Maulana et al., 2023) Viewed from a personnel (HR) perspective in a broad sense, employee needs both in terms of quantity and quality are the main priority to support the company in responding to the various problems and challenges it faces, (Nirwana et al., 2023).

In the current era of globalization, education is the learning of knowledge, skills and habits of a group of people which are passed down from one generation to the next through learning, training and research, (Ismail & Sjahrudin, 2018). Education often occurs under the guidance of others, but it is also possible to be self-taught or self-taught. In order to realize

quality education, of course the role of various parties, namely education staff and employees at the relevant schools, cannot be separated, (Azulaidin & Rosmika, 2021).

The main aspect determined is the quality of the teacher because teachers are one of the resources in schools who have an important role in improving the quality of students. They are tasked with guiding and directing students' learning methods to achieve optimal results. Therefore, teacher performance is always a concern because it is a determining factor in improving learning achievement, (Dewi, 2015). Apart from that, teacher performance will influence the quality of graduation. Considering that the teacher's task is very important in producing graduate students who are ready to continue their education to high school, therefore the teacher's performance must be given the best possible attention, (Badawi, 2014).

To find out whether a teacher has quality in teaching, an assessment is carried out. One of the assessments that must be carried out is teacher performance assessment, (Gustiawati, 2015).

Teacher performance can be interpreted as the level of success of teachers in carrying out their duties and education in accordance with their responsibilities and authority based on performance standards that have been set during a certain period in the framework of achieving educational goals, (Syamsul, 2017). Performance can also be seen and measured based on the competency specifications that each teacher must have. Teacher performance is all the activities carried out in carrying out their mandate and responsibility in educating, teaching and guiding, directing and directing students in achieving their level of maturity and maturity, (Nugraha, 2020).

Based on the description of this theory, it can be concluded that performance is a result or work achievement carried out by a person or group of people in carrying out their functions in accordance with the responsibilities given to them based on experience, ability and time.

There are several factors that can influence teacher performance at work, namely teachers want a work environment that is in accordance with what they expect, such as the availability of facilities that can support them in teaching, the creation of safe and comfortable conditions, a good level of cleanliness and the absence of odors. a strong or foul odor that can be annoying when working. However, in reality, all the things expected by the teacher have not been fulfilled properly, (Puspitasari et al., 2021)

Apart from the work environment, a factor that can influence performance is professionalism. Professionalism is the ability or expertise to carry out and carry out a job or task that is based on skills and knowledge and is supported by the job, (Sitilmroatun & Sukirman, 2016). To become a true professional, a person must have a high professional commitment to use his time and energy in studying and practicing his professional knowledge and skills, (A. Yeni et al., 2023). Therefore, knowledge and skills are the foundation of professionalism. Professionalism is an attitude of responsibility towards what has been assigned to him and an attitude of professionalism will make decisions based on the considerations he has based on his dedication to the profession, (Hariandi & Irawan, 2016).

Based on several theories above, it can be concluded that professionalism shows work results that comply with the technical or ethical standards of a profession. This research was conducted at a school located in Solok Regency, namely SMP Negeri 3 Gunung Talang which is located at Jln. Koto Gadang Guguak Usang Market, Gunung Talang District, Solok Regency.

Method

Based on the problem formulation put forward, the type of research that the author uses is quantitative research, namely a procedure or method for solving problems by describing or depicting events that are taking place at the moment, based on the facts that occurred by carrying out statistical analysis, (D. H. Yeni et al., 2023). The data source that the author uses in this research is primary data, namely by distributing questionnaires. The data collection techniques that the author uses in this research are literature study, field data collection (observation, interviews, questionnaires). The analysis technique used is descriptive analysis used to analyze data by describing or illustrating the data that has been collected, (Tarigan, 2020).

Result

Research Findings

1. Uji Validitas

The validity test is used to measure whether or not a statement in a questionnaire is valid, (Dewi, 2015). A statement is said to be valid if it gives the perception that it is able to express whatever it wants to measure. The questionnaire was distributed to 30 respondents with statements totaling 24 items, 8 items Work Environment (X1), 8 items Professionalism (X2), and 8 items Teacher Performance (Y), where all statement items were categorized as valid with the condition of r_{count} or value in the total column Correlation is greater than r_{table} or if the significance level is below 0.05. In this case the r_{table} is set at 0.361 based on the data in the r_{table} table and the conditions for decision making are as follows:

- If r_{count} is positive and $r_{count} > r_{table}$ then the statement item is valid.
- If r_{count} is negative or $r_{count} < r_{table}$ then the statement item is invalid

Uji Validitas Lingkungan Kerja (X1)

Item	Total Correlation	r_{table}	Nilai sig.	Kesimpulan
Lingkungan Kerja (X1.01)	0,660	0,361	.000	Valid
Lingkungan Kerja (X1.02)	0,660	0,361	.000	Valid
Lingkungan Kerja (X1.03)	0,724	0,361	.000	Valid
Lingkungan Kerja (X1.04)	0,702	0,361	.000	Valid
Lingkungan Kerja (X1.05)	0,702	0,361	.000	Valid
Lingkungan Kerja (X1.06)	0,702	0,361	.000	Valid
Lingkungan Kerja (X1.07)	0,866	0,361	.000	Valid
Lingkungan Kerja (X1.08)	0,600	0,361	.000	Valid

Sumber : data diolah dengan SPSS versi 22 for windows

From table 4.1 above, it can be concluded that the validity value for each item of the Work Environment variable statement (X1) has a significance value below 0.05 and obtains an r_{count} value > 0.361 . So it can be concluded that each statement item is valid and can then be used in research.

Tabel 4.2

Uji Validitas Profesionalisme (X2)

Item	Total Correlation	r _{tabel}	Nilai sig.	Kesimpulan
Profesionalisme (X2.1)	0,658	0,361	.000	Valid
Profesionalisme (X2.2)	0,748	0,361	.000	Valid
Profesionalisme (X2.3)	0,840	0,361	.000	Valid
Profesionalisme (X2.4)	0,767	0,361	.000	Valid
Profesionalisme (X2.5)	0,664	0,361	.000	Valid
Profesionalisme (X2.6)	0,467	0,361	.009	Valid
Profesionalisme (X2.7)	0,612	0,361	.000	Valid
Profesionalisme (X2.8)	0,748	0,361	.000	Valid

Sumber : data diolah dengan SPSS versi 22 for windows

From table 4.2 above, it can be concluded that the validity value for each item in the Professionalism variable statement (X2) has a significance value below 0.05 and obtains a calculated r value > 0.361 . So it can be concluded that each statement item is valid and can then be used in research.

Tabel 4.3
Uji Validitas Kinerja Guru (Y)

Item	Total Correlation	r _{tabel}	Nilai sig.	Kesimpulan
Kinerja Guru (Y.1)	0,717	0,361	.000	Valid
Kinerja Guru (Y.2)	0,764	0,361	.005	Valid
Kinerja Guru (Y.3)	0,731	0,361	.011	Valid
Kinerja Guru (Y.4)	0,688	0,361	.003	Valid
Kinerja Guru (Y.5)	0,501	0,361	.005	Valid
Kinerja Guru (Y.6)	0,467	0,361	.009	Valid
Kinerja Guru (Y.7)	0,505	0,361	.004	Valid
Kinerja Guru (Y.8)	0,433	0,361	.017	Valid

Sumber : data diolah dengan SPSS versi 22 for windows

From table 4.3 above, it can be concluded that the validity value for each item in the Teacher Performance (Y) variable statement has a significance value below 0.05 and obtains a calculated r value > 0.361 . So it can be concluded that each statement item is valid and can then be used in research.

2. Uji Reliabilitas

After the instruments on the variables Work Environment (X1), Professionalism (X2) and Teacher Performance (Y) are declared valid, then a reliability test is carried out. A variable is said to be reliable if the Cronbach alpha value is > 0.60 .

a. Work Environment Reliability

The Work Environment reliability test consists of 30 respondents and 8 statement items. Furthermore, based on the variable reliability test with the SPSS 22 for Windows program, it can be seen in the table below:

Tabel 4.4
Uji Reliabilitas Lingkungan Kerja (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.837	8

Sumber : data diolah dengan SPSS versi 22 for windows

The table data above shows that Cronbach's Alpha is $0.837 > 0.60$. Thus the Work Environment variable (X1) is said to be reliable.

b. Professionalism

The professionalism reliability test consists of 30 respondents and 8 statement items. Furthermore, based on the variable reliability test with the SPSS 22 for Windows program, it can be seen in the following table:

Tabel 4.5
Uji Reliabilitas Profesionalisme (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.808	8

Sumber : data diolah dengan SPSS versi 22 for windows

The data in the table above shows that Cronbach's Alpha is $0.808 > 0.60$. Thus the Professionalism variable (X2) is said to be reliable.

b. Reliability of Teacher Performance (Y)

The teacher performance reliability test consisted of 30 respondents and 8 statement items. Furthermore, based on the variable reliability test with the SPSS 22 for Windows program, it can be seen in the table below.

Tabel 4.6
Uji Reliabilitas Kinerja Guru (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.747	8

Sumber : data diolah dengan SPSS versi 22 for windows

The data in the table above shows that Cronbach's Alpha is $0.747 > 0.60$. Thus the Teacher Performance variable (Y) is said to be reliable.

3. Analisis Regresi Linear Berganda

Multiple linear regression analysis aims to determine whether there is a significant influence of two or more independent variables (X) on the dependent variable (Y). The form of the multiple linear regression equation used in this research is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

In calculating multiple linear regression analysis using the SPSS version 22 for Windows program with the following regression analysis results:

Tabel 4.7
Analisis Regresi Linear Berganda

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	17.868	5.690		3.140
	Lingkungan Kerja	-.063	.113	-.067	-.554
	Profesionalisme	.603	.094	.774	6.394

a. Dependent Variable: Kinerja Guru

Based on the table above, we get a system of linear equations with the following equation form: $Y = a + b_1.X_1 + b_2.X_2 + e$

$$Y = 17,868 - 0,063X_1 + 0,603X_2 + e$$

Keterangan :

$$Y = a - b_1.X_1 + b_2.X_2 + e$$

Information :

Y = Teacher Performance

a = Constant

b₁, b₂ = Regression Coefficient

X₁ = Work Environment

X₂ = Professionalism

e = Standard error

From this equation it can be analyzed as follows:

- The constant of 17.868 is positive, meaning there is a positive relationship between the work environment and professionalism. If the work environment and professionalism are regularly zero, then the teacher performance at SMP N 3 Gunung Talang, Solok Regency is worth 17,868
- The work environment coefficient (X₁) of -0.063 is negative, meaning that there is a negative relationship between the work environment and teacher performance. If there is a 1% increase in the work environment (X₁) and other factors are constant, it will reduce teacher performance by -0.063.
- The professionalism coefficient (X₂) of 0.603 is positive, meaning that there is a positive relationship between professionalism and teacher performance. If there is a 1% increase in professionalism (X₂) and other factors are constant, it will be possible to increase teacher performance by 0.603.

4. Uji Koefisien Determinasi (R²)

The coefficient of determination is used to determine the percentage contribution of the independent variable's influence simultaneously on the dependent variable. This coefficient of determination shows how large the percentage of the independent variables (work environment and professionalism) used in the model is to the dependent variable (teacher performance).

Tabel 4.8
Uji Pengaruh Simultan
Model Summary (b)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.778 ^a	.605	.575	1.254

a. Predictors: (Constant), Profesionalisme, Lingkungan Kerja

Based on the processed results in statistical form supported by the SPSS version 22 program, it provides an illustration that the independent variables in this study have the ability to explain 60.5% of the influence on the dependent variable while the remaining 39.5% is explained by the variables. other variables not included in this research. The activity of testing the coefficient of determination means that there are still other independent variables outside of research that influence teacher performance, such as individual characteristics, work motivation, work enthusiasm and leadership influence.

5. Uji Hipotesis

Hypothesis testing is an estimate of the relationship between two or more variables. A research hypothesis is a hypothesis formulated to answer a problem using theories that are related (relevant) to the research problem and are not based on facts and real data support in the field. Hypothesis testing is carried out using the t test and F test.

a. Uji Parsial (uji t)

This analysis is used to determine the level of significance of the influence of the independent variable on the dependent variable partially. Based on the results of calculations using multiple linear regression analysis, the results of the t test calculations can be seen in table 4.12 as follows:

Tabel 4.9
Hasil Uji t
Coefficients(a)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	17.868	5.690		.004
	Lingkungan Kerja	-.063	.113	-.067	.584
	Profesionalisme	.603	.094	.774	.000

a. Dependent Variable: Kinerja Guru

Based on the results of the analysis in table 4.9 above, it can be seen the influence of the independent variable on the dependent variable partially in the following description:

i. Work Environment t test (X1) on Teacher Performance (Y).

This hypothesis testing is carried out by comparing tcount with ttable. The hypothesis is accepted if $t_{count} > t_{table}$ or with $sig < \alpha 0.05$. The ttable value at $\alpha 0.05$ is 2.051. For the Work Environment variable (X1) the t value is -0.554 with a significance of 0.584. Because the t value is $-0.554 < 2.051$ and the significance level value is $0.584 > 0.05$, it can be concluded that H1 is rejected and H0 is accepted, which means there is no significant influence of the Work Environment (X1) on Teacher Performance (Y). This provides an illustration or evidence that the work environment does not have a significant effect on teacher performance at Smp N 3 Gunung Talang, Solok Regency.

ii. Professionalism t test (X2) on Teacher Performance (Y).

This hypothesis testing is carried out by comparing tcount with ttable. The hypothesis is accepted if $t_{count} > t_{table}$ or with $sig < \alpha 0.05$. The ttable value at $\alpha 0.05$ is 2.051. For the Professionalism variable (X2) the t-count value is 6.394 with a significance of 0.000. Because the t value is $6.394 > 2.051$ and the significance level value is $0.000 < 0.05$, it can be concluded that H2 is accepted and H0 is accepted, which means there is a significant influence of Professionalism (X2) on Teacher Performance (Y). This provides an illustration or evidence that professionalism has a significant effect on the performance of teachers at SMP N 3 Gunung Talang, Solok Regency.

b. Uji Simultan (Uji F)

The F test is used to predict the positive influence of independent variables simultaneously or together on the dependent variable. The F test results are presented in Table 4.13 below:

Tabel 4.14
Hasil Uji F
ANOVA (b)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.914	2	32.457	20.642	.000 ^b
	Residual	42.453	27	1.572		
	Total	107.367	29			

a. Dependent Variable: Kinerja Guru

b. Predictors: (Constant), Profesionalisme, Lingkungan Kerja

This hypothesis testing was carried out to compare Fcount with Ftable to measure the influence of the independent variables together. The hypothesis is accepted if Fcount > Ftable and sig value < α 0.05. Furthermore, from the results of table 4.15 above, it can be seen that namely Fcount 20.642 > Ftable 3.34 with a significance value of 0.000 > 0.05, so H0 is accepted and H3 is accepted. This explanation shows that the independent or independent variables (work environment and professionalism) have a significant and simultaneous influence on the dependent variable (teacher performance).

Conclusion

Based on the research results, the influence of the Work Environment and Professionalism on Teacher Performance at SMP N 3 Gunung Talang, Solok Regency can be concluded as follows:

1. Based on the research results, the multiple linear regression equation obtained is $Y = 17.868 - 0.063X_1 + 0.603X_2 + e$.
2. The coefficient of determination R² is 60.5% for the dependent variable, while the remaining 39.5% is explained by other variables not included in this research such as job characteristics, work motivation, work enthusiasm and leadership influence.
3. Partial Work Environment or t test does not have a significant influence on Teacher Performance. This is proven by tcount -0.554 < ttable 2.051 and the significance value is greater than α 0.05 (0, 584 > 0.05).
4. Partial professionalism or t test has a significant influence on teacher performance. This is proven by tcount 6.394 > ttable 2.051 and the significance value is smaller than α 0.05 (0.000 < 0.05).
5. Work Environment and Professionalism simultaneously or together have an influence on Teacher Performance. This is demonstrated using the F test with Fcount 20.642 > Ftable 3.34 and a significance value of 0.000 < 0.05.

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