

The Effect of Certification Benefits and Work Motivation on the Discipline of Negeri High School Teachers in Lubuk Raja District, Ogan Komering Ulu

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Abstract

This study aims to determine and describe the effect of certification allowances and work motivation on the discipline of public high school teachers in Lubuk Raja District, Ogan Komering Ulu Regency. The method used is descriptive quantitative method. The data collection technique uses a questionnaire. Based on the results of research and discussion, it can be concluded that the results of testing the first hypothesis can be concluded that there is a positive influence between the certification allowance on teacher discipline. The teacher certification allowance relationship model is significant, this is indicated by the value of the t-test = 3,539 or 35.39% greater than the t-table alpha 0.05 of 1.69552, then the results of testing the second hypothesis can be concluded that there is an influence between work motivation on teacher discipline. The teacher work motivation relationship model is significant, this is indicated by the value of the t-test = 3.539 or 35.39% greater than the t-table alpha of 1.69552. and the results of testing the third hypothesis, it can be concluded that the certification allowance and work motivation together have a positive influence on teacher discipline, with a significant value, namely the F test results obtained are 11, 339 greater than the distribution of F alpha 0.05 = 4.00 or Sig 0.000 <0.05.

Keywords: *Certification, Motivation, Discipline*

INTRODUCTION

Education is the most urgent means of developing human resources and national character. The dignity of a nation is largely determined by the quality of its education. In the context of the Indonesian nation, improving the quality of education is a development target in the national education sector and is an integral part of efforts to improve the quality of Indonesian people as a whole.

Given the important role of education for people's lives, the government is currently trying to improve the quality of education, including improving the quality of teacher productivity. The hope is that education in Indonesia will rise from adversity and become the front guard in national development.

[1] teachers play a major role in the development of education, especially those held formally in schools. Teachers also greatly determine the success of students, especially in relation to the teaching and learning process. The teacher is an influential component in the creation of quality educational processes and outcomes. Therefore, any remedial efforts made to improve the quality of education will not make a significant contribution without support by professional and qualified teachers. Increasing the professional capacity of teachers is not only directed at coaching that is more in the administrative aspects of personnel but must be more towards increasing their professional abilities and commitment as an educator. In order to increase the professional ability of teachers, it is necessary to carry out certification and be tested for their competence regularly so that their performance continues to improve and still meets professional requirements.

Teacher professionalism is often associated with three important factors, namely teacher competence, teacher certification, and professional allowances. These three factors are allegedly closely related to the advancement of the quality of education in Indonesia. This is caused by various factors, one of which is a lack of teacher motivation. Basically, motivation is divided into two, namely intrinsic motivation and extrinsic motivation. Intrinsic motivation is motivation that comes naturally or purely from within as a manifestation of self-awareness from the deepest inside of the heart and extrinsic motivation is motivation that comes due to external factors, such as giving advice, gifts, punishments and others.

[2] explained that work motivation is a set of enthusiasm and encouragement that can enable a person to be able to do a job willing and willing to exert all his abilities in the form of expertise and skills in carrying out his duties and responsibilities. Thus, in order for the learning process to run effectively and produce something satisfying, teachers must improve their performance, and to achieve this must be supported by adequate welfare and high work motivation.

Based on observations of the certification allowance received by teachers at SMA Negeri Lubuk Raja Ogan Komering Ulu District, it has not been able to bring about changes in efforts to increase work motivation and teacher discipline. Teachers who receive the certification allowance have the same work motivation and discipline as teachers who do not receive the certification allowance. Besides that, some teachers even stated that their level of motivation, level of competence, and level of discipline had not changed much. In addition, there are teachers who are less passionate about teaching, do not make learning tools, leave the classroom which is their responsibility, and are less innovative in implementing learning. One of the efforts made by the government to overcome the low quality of teachers is by holding certification. [3] explained that teacher work discipline is a dependent variable that is influenced by a number of factors from within and from outside the teacher. The internal factor is the teacher's perception regarding these regulations. Rules are made to achieve school goals. But not all teachers agree with the rules made. If the teacher thinks the rules are good, the teacher will carry out these rules voluntarily. However, if the teacher thinks the rule is bad, the teacher will not obey.

Many factors affect teacher work discipline, one of which is work motivation. This is in accordance with the opinion of Keith Davis The factors that influence the achievement of discipline are the ability and motivation factors, the motivational factors are defined as the attitudes of leaders and employees towards the work situation in their organizational environment. In the world of work, motivation occupies the most important element that employees must have. Because motivation is the ability of a person to do business to achieve goals and is accompanied by an individual's ability to satisfy his needs.

[4] People who have a strong urge to succeed, they pursue personal achievements rather than rewards for success. they are passionate about doing things better and more efficiently than the previous results. Based on the description on the background, the following problems can be formulated as follows (1) Is there an effect of the certification allowance on the discipline of public high school teachers in Lubuk Raja District, Ogan Komering Ulu Regency? Lubuk Raja, Ogan Komering Ulu Regency?, (3) Is there any effect of certification allowance and work motivation on the discipline of public high school teachers in Lubuk Raja District, Ogan Komering Ulu Regency?

[1] Teacher certification can be interpreted as a process of giving recognition that someone has the competence to carry out educational services in a certain educational unit, after passing a competency test organized by a certification body. [5] says that teacher certification is the process of giving educator certificates to teachers. Certification for in-service teachers is carried out by an accredited education personnel education institution (LPTK) and is stipulated by the Minister of National Education for the implementation of certification.

Teacher certification is a process carried out by accredited tertiary institutions to certify teachers who have met qualification standards and competency standards. Therefore, the certification process is seen as an essential part of the effort to obtain a competency certificate in accordance with predetermined standards [6]. [7] explains that certification is the process of giving certificates to certain objects which indicate that a teacher's job is a professional job.

[8] that teacher certification is a means of controlling the quality of educational outcomes so that a person who passes the teacher certification test is believed to be able to carry out the task of educating, teaching, training, guiding and assessing student learning outcomes. [9] certification is the process of granting teacher certificates to teachers who meet teacher competency standards. Teacher certification is a government-made program since last year with the noble goal of improving teacher quality. This effort is an implementation of the teacher and lecturer law that was passed in December 2005. The law states that teachers are required to have academic qualifications (with a bachelor's or D4 diploma) and have the competence and teacher certificate (Pusat Data dan Analisa Tempo, 2019).

[10] teacher certification as an effort to improve the quality of teachers is accompanied by an increase in their welfare so that it is expected to be able to improve MT learning and MT education in Indonesia in a sustainable manner. Based on the explanation above, it can be concluded that teacher certification is a term for the process of awarding certificates through the teacher professional education process. [11] the essence of discipline is obedience to the rules or orders set by the organization. According to Barnawi and Arifin, discipline is a process used to deal with performance problems. This was revealed by Subari that discipline is obedience to a rule with one's own awareness for the creation of that goal. Discipline is the training of the mind, feeling, will and character, the training of developing and controlling feelings, thoughts, will and disposition to give birth to obedience and regular behavior.

[12] explained that work discipline is the attitude or treatment of obedience, order, responsibility and employee loyalty to all the rules that apply in the organization. Meanwhile [13], it is explained that discipline is self-control in obeying rules both made by oneself and outside oneself, both family, educational institutions, community, state and religion. In essence, discipline will grow and emanate from the results of human consciousness. Conversely, discipline that does not come from conscientiousness will result in weak discipline and will not last long. Discipline can be applied to any behavior, such as discipline in learning, discipline in worship, discipline in work, and discipline in other activities.

Motivation is a strength, driving force or a means of building a strong willingness and desire in students to learn actively, creatively, effectively, innovatively, and pleasantly in the context of behavior change, both in cognitive, affective and psychomotor aspects. Its unique role is in the development of passion, pleasure and enthusiasm for learning. Many students do not develop in learning because of a lack of motivation that can encourage students' enthusiasm for learning. That is, motivated behavior is behavior that is full of energy, directed and endures. [14] Explained that motivation is a process of initiating and maintaining activities directed at achieving goals. [15] explained that work motivation is a condition that moves employees to be able to achieve the goals of encouraging employee needs so that they can be met so that employees can adapt to their environment.

METHOD

Types of Research

This study uses a quantitative descriptive method to see the effect partially between the existing variables Sugiyono[16]. The quantitative research variables tested in this study consisted of certification allowances (X1) and Work Motivation (X2) for Teacher Discipline (Y), while the hypothesis testing jointly (simultaneously) was certification allowance (X1) and

Work Motivation (X2) for Discipline Teacher (Y), then all data obtained is processed and processed with quantitative analysis.

Research Subjects and Data

The research location used is the high school in Lubuk Raja District. SMA Used is SMA Negeri 2 OKU which is located at Jl. Tanzania No. 0235 Batu Raden Kec. Lubuk Raja and SMA Negeri 14 OKU located at Jl. Raya Batumarta IV Lubuk Banjar Village Lubuk Raja District. This study was conducted in September until October 2020. The population in this study is all teachers who get certification benefits in SMA Negeri 2 OKU and SMA Negeri 14 OKU which number 31 people. In this study, the subjects of the study are all teachers in SMA Negeri 2 OKU and SMA N 14 OKU, this is in accordance (2014) theory which reads "If the subject is less than a hundred, it is better to take all so that the research is population. In this study, the data collection used was a closed questionnaire. [17] said a closed questionnaire was a questionnaire presented in such a way that the respondent only had to put a tick in the appropriate column or place.

The normality test is used to determine the variables in this study, namely the independent variable and the dependent variable, both of which have a normal distribution or not. If $Asymp. Sig. > 0.05$, then the data is declared normal. Then, as one of the requirements for conducting data analysis using multiple linear regression analysis, it is necessary to test its homogeneity. This homogeneity test is necessary to ascertain whether the data comes from a homogeneous population. The homogeneity test in this study was carried out using the Chi-Square test by setting a significance result of 5%. Interpretation of data homogeneity was calculated. Based on the value of Asymtotic Significance obtained. If $Asymp. Sig. > 0.05$, then the data is declared homogeneous. Furthermore, the linearity test is used to determine whether the path obtained is "meaningful" when it is used to make conclusions between the variables being analyzed. Testing the linearity of the independent variables with the variables being analyzed. The linearity test of the independent variables and the dependent variable was carried out using One-way Anova on the SPSS program with a significance level of 5%.

RESULTS AND DISCUSSION

Based on the table discussing the results of the t test analysis, where the teacher certification variable has a positive and significant effect on teacher discipline. The regression coefficient is 0.295, this indicates that the higher the certification allowance and the more positive the higher the teacher discipline. On the other hand, the certification allowance is lower and negative, the lower the teacher discipline.

This research is in line with what [18] did, with the title "The Relationship of Teacher Certification Allowance with Motivation and Work Discipline of Junior High School Teachers in Oksibil, Gunung Bintang Regency". Based on the test results, the correlation coefficient value is 0.469 and is included in the moderate category, this indicates that the supported teacher certification allowance has a positive and significant relationship with the work discipline of junior high school teachers in Oksibil, Gunung Bintang Regency, so that the teacher certification allowance given to teachers can increase work discipline for junior high school teachers in Oksibil, Gunung Bintang district.

Rewards or compensation is an important factor that influences how and why people work for one organization and not another. Teachers who work in schools, of course, hope to get enough income to meet their needs in order to achieve prosperity. The fact that cannot be denied is that the motivation of most people to become employees is to earn a living. A better level of welfare will increase teacher morale so that work activities will increase, including teacher discipline in carrying out the learning process at school. In addition to increasing teacher work motivation, teacher certification allowances can improve teacher work discipline. This can be proven by the spirit of the teachers getting better after receiving the certification allowance that they received. However, there is still a small possibility that

teachers will not feel helped by the existence of teacher certification that is given. So that there are some teachers who still lack discipline in carrying out the learning process at school.

With this certification, teachers feel helped because teachers who already have certification and other requirements will get a professional allowance equal to one month's salary so that it is hoped that a teacher can teach smoothly without being constrained by economic problems. Conversely, if the teacher's work motivation is getting lower and negative, the teacher's discipline will be lower.

Furthermore, similar research supports this research as expressed [19] entitled "The Effect of Teacher Certification and Work Motivation on Teacher Performance". From the results of the research and discussion that has been described in the previous chapter, there are several important points that become the conclusions of the implementation of this research. The provision of certification allowances made by the government for teachers who are declared professional is appropriate to improve teacher performance, this is evidenced by the acceptance of an alternative hypothesis in this study which states that there is a positive and significant effect of teacher certification on the performance of Public Junior High School teachers in Kertapati District, Palembang. Work motivation is important for every teacher to have in order to improve performance, this is in accordance with the results of the research obtained that the second alternative hypothesis is accepted, which means that there is a positive and significant influence of motivation on the performance of State Junior High School teachers in Kertapati District, Palembang Simultaneously. or together, the two independent variables have a positive and significant effect on the performance of teachers in State Junior High Schools in Kertapati District, Palembang. This is evidenced by the acceptance of the third alternative hypothesis. This is in accordance with the results of the research obtained that the second alternative hypothesis is accepted, which means that there is a positive and significant influence on motivation on the performance of the teachers of State Junior High Schools in Kertapati District, Palembang. on the performance of the teachers of State Junior High Schools in Kertapati District, Palembang. This is evidenced by the acceptance of the third alternative hypothesis. This is in accordance with the results of the research obtained that the second alternative hypothesis is accepted, which means that there is a positive and significant influence on motivation on the performance of the teachers of State Junior High Schools in Kertapati District, Palembang. on the performance of the teachers of State Junior High Schools in Kertapati District, Palembang. This is evidenced by the acceptance of the third alternative hypothesis. The difference between this research and the research to be conducted by researchers lies in the Y variable or the dependent variable, namely teacher performance, while in the research that will be carried out the Y variable is about work discipline. The similarity between this research and the research that will be carried out lies in the variables X1 and X2, namely teacher certification and the results of this study are also in line with the research conducted [18]. Knowing the relationship between the provision of teacher certification allowances with the motivation and work discipline of junior high school teachers in Oksibil, Gunung Bintang Regency.

The results showed that there was a relationship between certification allowances and motivation with a significance value of 0.444 in the moderate category. There is a relationship between certification support and teacher work discipline with a significance value of 0.469 in the medium category. These results also support the hypothesis that work motivation has a significant effect on work discipline. The regression results explained that if the value of the acquisition of work motivation increases by 1 unit score, then the work discipline will increase by 0.407 unit score, provided that the value of work motivation is constant. Regarding whether there is a significant effect, it can be seen in table 4.13 with the t-count of work motivation of 4.423. with a significant level of 0.001, then rejecting H0 shows that there is a significant influence between work motivation on work discipline. This shows that work motivation affects work discipline.

[20] in his research entitled "Influence of Teachers' Welfare Scheme on Job Performance in Selected Kwara State Secondary Schools", explained that there is a need for attention to the welfare of teachers to bring positive developments in education. By providing promotions which are expected to increase enthusiasm and motivation to work. In this study, it can be interpreted that with the teacher certification allowance, it is expected that teachers who work are in accordance with their educational background and educational qualifications in order to increase work motivation so that it has an impact on improving teacher work discipline. Based on the discussion of the results of the t test analysis in which the variable allowance for certification and the variable of teacher work motivation together have a positive and significant effect on teacher discipline. The regression coefficient is 0.254, this indicates that the higher the teacher's certification and teacher motivation and positive, the higher the teacher's discipline. Conversely, if the certification allowances and work motivation are lower and negative, the lower the teacher discipline.

[18] opinion, who argues that based on the results of the analysis it is known that the value of F calculated for the relationship of the variable teacher certification allowance with the motivation and work discipline of junior high school teachers in Oksibil, Gunung Bintang Regency is 22.858 with a probability of 0.085, then this value is compared with the calculated F table at 2 degrees of freedom of the numerator and the denominator of free degrees of 17 at the significance level of 0.05, the value of which is 3.63, it is very clear that F count = 22.858 is greater than F table = 13.319, thus H_0 is supported or in words another teacher certification allowance has a positive and significant relationship with the motivation and work discipline of junior high school teachers in Oksibil, Gunung Bintang district. The result of the coefficient of determination is 0,

Factors that can influence a person's discipline, among others, are as stated [21] as follows: " Factors that can affect a person's discipline include: motivation, education and training, leadership, welfare, and discipline enforcement". Based on this opinion, it can be concluded that a person can be said to be disciplined when carrying out activities is based on high motivation, uses acquired skills, has independence, gains welfare and obeys the rules.

The certification allowance is not only able to increase teacher work motivation, but also to increase the level of teacher work discipline. This is evidenced by the significant increase in both aspects of the allowances provided by the government. However, teacher certification allowances must also be adjusted to the conditions and conditions of the teaching area. Therefore, the existing certification allowances must be managed and adjusted to the conditions in the field where the teacher is assigned.

Subsequent research which is in line with this research as conducted [22] with the title "The Effect of Teacher Certification and Work Motivation on Teacher Performance at SMA Negeri 1 Juwana, Pati Regency". The results of this study explain that partially the influence of the teacher certification variable is 10.5%, and the work motivation variable is 48.8%. Meanwhile, simultaneously the effect of certification and work motivation on teacher performance is 54.5%.

[23], said that teachers' welfare can be obtained because of the sufficient salary to be able to support the fulfillment of life's needs. A teacher will carry out his professional duties with high performance because of the urge to receive wages to make ends meet. Meeting the necessities of life with the salary received is the main factor in work. The necessities of life if not fulfilled by the salary or income received, a teacher will seek other income by working other than their main duties.

CONCLUSION

Based on the results of research and discussion of The Effect of Certification Allowances and Work Motivation on Teacher Disciplines, it can be concluded that the results of testing the first hypothesis can be concluded that there is a positive influence between certification allowances on teacher discipline. The teacher certification allowance relationship

model is significant, this is indicated by the value of the t-test = 3,539 or 35.39% greater than the t-table alpha 0.05 of 1.69552, then the results of testing the second hypothesis can be concluded that there is an influence between work motivation on teacher discipline. The teacher work motivation relationship model is significant, this is indicated by the value of the t-test = 3.539 or 35.39% greater than the t-table alpha of 1.69552. Based on this research, it can be interpreted that teacher discipline will be high because of the certification allowance obtained by the teacher so that it will affect the teacher's high work motivation as well.

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