

# The Effect of Discipline and Work Ethic on the Performance of Elementary School Teachers in Sematang Borang Palembang

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## Abstract

The purpose of the study is to know and to describe the effect of discipline and work ethic on the performance of Elementary School teachers in Sematang Borang Palembang. This research was conducted at Elementary School in Sematang Borang Palembang. The type of research is used the quantitative research. The population of this study were 90 teachers. The data were collected through some steps; questionnaires, interviews, and documentation. The data were analyzed through multiple regression models by using *SPSS for Windows programs*. The result of this study conclude that partially work discipline has a positive and significant effect on performance of Elementary School teachers in Sematang Borang Palembang. Meanwhile, simultaneously discipline and work ethic have a significant effect on the performance of Elementary School teachers.

**Keywords :** *Discipline, Work Ethic, Teacher Performance*

## INTRODUCTION

As we all realize that education plays an important role in realizing the quality of human resources. Improving the quality of human resources is a process that cannot be separated from the process of improving education services by teachers. In creating high quality education, professional teachers are needed in producing quality education graduates. Professional teachers are teachers who prioritize the quality and quality of education.

Teacher performance is a teacher activity in the learning process, namely how teachers plan learning, carry out learning activities, and assess and evaluate learning. Teacher performance can be seen from the teacher's mastery of the competencies they have as professionals. According to Lian, Tobari, & Perawati (2018) teacher performance is a learning process as an effort to develop existing activities into better activities, so that the educational goals that have been set are achieved properly through learning activities carried out by the teacher according to their goals and objectives.

From the observations of Elementary Schools in Sematang Borang Palembang, it shows that in pedagogical competence, the majority of teachers still tend to use traditional learning methods and are less varied in developing their learning methods. Meanwhile, in personality competence, teachers have not provided equal opportunities for every student to actively participate in learning. In professional competence, teachers are less skilled in using appropriate learning media and in accordance with the material being taught. While in social competence, there are still teachers who have not acted fairly in paying attention to the learning needs of each student.

Anoraga (1992). says work discipline is an attitude of action to always obey rules. Meanwhile, according to Lian, Tobari, & Perawati (2018) discipline is the attitude of a person's willingness to disclose and obey the regulatory norms that apply around them. Therefore, in carrying out their duties a teacher must be disciplined. The conditions in the field regarding the performance of teachers Elementary School in Sematang Borang Palembang indicate that there are some teachers who have a tendency to decline in discipline, including teachers who arrive late, their departure and return are not in

accordance with the scheduled hours, often neglect their duties, and do not. make a lesson plan. If this is allowed to continue without a direct or indirect warning, it will affect the teacher's performance in the teaching-learning process.

"Apart from discipline, work ethic also greatly affects teacher performance. The work ethic of the teacher can be interpreted as a combination of the behavior and beliefs of the teacher and is manifested in work behavior in carrying out their duties and obligations as a teacher. In essence, a teacher can be said to have a high work ethic, if he can view his job as a form of worship. It is very unfortunate if a teacher does not have a high work ethic, because the teacher essentially has a noble position with humans and God.

The work ethic of teachers Elementary School in Sematang Borang Palembang has not yet reached the optimal conditions for achieving good teacher performance, so what is happening now is that the teacher's performance has not reached the expected conditions. Based on the author's observations, some teachers are not enthusiastic in carrying out their duties, look relaxed, work while chatting on the phone and are already preparing to go home before the specified return hour.

Based on the background of the problems described above, research problems can be identified, namely: the performance of Elementary School teachers in Sematang Borang Palembang is still low, teacher discipline tends to follow the work ethic of the teacher seems to be still low, and the low performance of the teacher is due to the low work ethic of the teacher. The formulation of the problem to be examined in this study is whether there is an effect of work discipline and work ethic on the performance of Elementary School teachers in Sematang Borang Palembang ?. While the purpose of this study was to determine and describe the effect of work discipline on the performance of public elementary school teachers in Sematang Borang Palembang.

## **METHODS**

This research was conducted at Elementary School in Sematang Borang Palembang. Meanwhile, the time of this research was started in July 2020 until it was finished. This type of research used in this research is quantitative research. This quantitative research is conducted through a correlational approach or looking for the influence of the independent variable and the dependent variable. This study wanted to determine the effect of discipline and work ethic on the performance of public elementary school teachers in Sematang Borang Palembang.

In this study the population in question is all teachers Elementary School in Sematang Borang Palembang, both those with the status of PNS, Auxiliary Teachers, Non-Permanent Teachers and Honor Teachers, as many as 90 people. Data collection techniques in this study were carried out in several ways, namely: questionnaires, interviews and documentation. The research instrument used to collect data from the field regarding the discipline variables, work ethic and teacher performance was using a questionnaire or questionnaire. The reason for using a questionnaire as a means of collecting data is because the questionnaire has a high position and has the ability to reveal the potential of the respondent and is equipped with uniform instructions for the respondent (Arikunto, 2013).

In connection with the background and the formulation of the research hypothesis, the regression model analysis used is multiple regression models. Multiple regression analysis is used to measure how far the influence of discipline and work ethic on teacher performance, using the help of the SPSS for Windows program.

## **RESULT AND DISCUSSION**

### **Result**

The subjects in this study were all of Elementary School teachers in Sematang Borang Palembang, totaling 90 people. The data used in this study are primary data. Primary data were obtained by distributing questionnaires in Elementary School Sematang Borang. The research results obtained from the field are presented as follows:

Descriptive statistics in this study show the minimum value, maximum value, mean (average), and standard deviation (standard deviation) in the questionnaire answers for each variable which includes discipline, work ethic and teacher performance. Following are the results of descriptive statistics on the answers to the questionnaire for each of these variables:

**Table 1. Variable descriptive statistics results**

<b>Variable</b>	<b>N</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>Std. Deviation</b>
Discipline	90	100	123	111.38	5.491
Work Ethic	90	119	149	134.30	6.713
Teacher Performance	90	110	150	128.03	8.766

Source: SPSS For Windows Output Results, 2020

From the table above shows that the results of descriptive analysis on the discipline variable obtained a minimum value of 100, a maximum value of 123, a mean or average value of 111.38, and a standard deviation of 5.491. The number of samples used in this variable is 90 and the number of questions for the discipline variable consists of 28 questions, each of which has a score of 1-5.

The results of descriptive analysis on the work ethic variable obtained a minimum value of 119, a maximum value of 149, a mean or average value of 134.30, and a standard deviation of 6.713. The number of samples used in this variable is 90 and the number of questions for the work ethic variable consists of 34 questions, each of which has a score of 1-5.

The results of descriptive analysis on the teacher performance variable obtained a minimum value of 110, a maximum value of 150, a mean or average value of 128.03, and a standard deviation of 8.766. The number of samples used in this variable is 90 and the number of questions for the work ethic variable consists of 33 questions, each of which has a score of 1-5.

The prerequisite analysis was tested before performing multiple linear regression analysis. The prerequisites used in this research include normality test, linearity test, multicollinearity test and heteroscedasticity test which are carried out using the computer aided by the SPSS for Windows program. Normality testing is a test of the normal distribution of data. In this study, the Kolmogrov-Smirnov test showed the following results:

**Table 2. Normality test results through the kolmogrov-smirnov test**

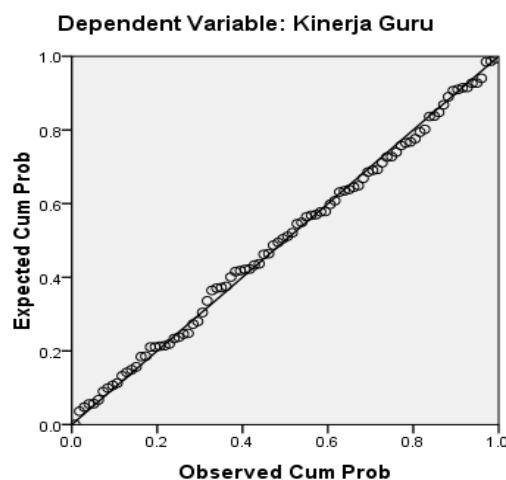
	<b>Unstandardized Residual</b>
N	90
Kolmogorov-Smirnov Z	.384
Asymp. Sig. (2-tailed)	.998

Source: SPSS For Windows Output Results, 2020

The results of the normality test through the Kolmogrov-Smirnov test indicate that the variable the research has a significance value that is 0.998 greater than 0.05 (sig> 0.05), so it can be concluded that the research data is normally distributed, meaning that the variables in the study have a normal distribution distribution.

In addition to the test results with the statistical method (Kolmogrov-Smirnov test) it is also supported by the test results using the graphical method. The test results using the graphical method, namely through a normal probability plot graph. The test results through a normal probability plot graph can be seen in the following figure:

Normal P-P Plot of Regression Standardized Residual



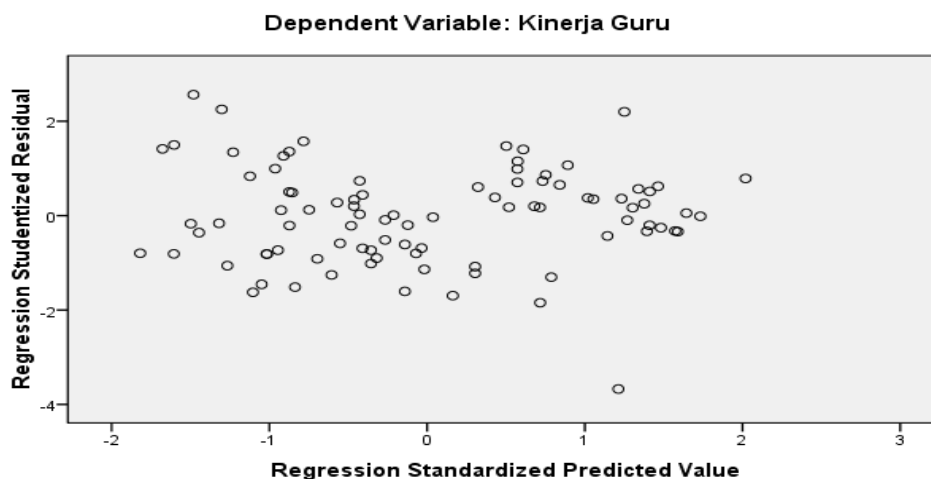
Source: SPSS For Windows Output Results, 2020

Figure 1. Graph of normality test results

The test results with the normal probability plot graph method in the image above show that the data spreads around the diagonal line and follows the direction of the diagonal line, so it can be concluded that the data in this study are normally distributed.

Heteroscedasticity testing aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. If the assumption of heteroscedasticity is not met, the regression model is declared invalid as a forecasting tool. The results of this test through a scatterplot graph of the research data are as follows: "

Scatterplot



Source: SPSS For Windows Output Results, 2020

Figure 2. Graph of heteroscedasticity test results

Based on Figure 4.2 above, which shows that the distribution of data does not gather at one point, it is proven that there are data in positive and negative regions, and the data

does not form a certain pattern. Therefore, it is stated that there are no symptoms of heteroscedasticity in this test, so that linear regression testing can be done because the prerequisites in testing have been met. After the prerequisite testing is met, then hypothesis testing is carried out.

The aim of the linearity test is to determine whether the relationship between the independent variable and the dependent variable is linear or not. The linearity test criterion is if the significance value is greater than 0.05, then the relationship between the independent variable and the dependent variable is linear. The summary results of the linearity test are presented below:

**Table 3. Linearity Test Results**

Variable	Significance	Conclusion
Discipline	0.063	Linier
Work Ethic	0.362	Linier

Source: SPSS For Windows Output Results, 2020

The results of the linearity test in the table above show that all variables have a significance value greater than 0.05 ( $\text{sig} > 0.05$ ), this indicates that all research variables are linear, meaning that the relationship between the independent variable and the dependent variable is linear. (straight line).

The multicollinearity test was conducted to determine the amount of intercolerance between the independent variables in this study. If there is a correlation, then there is a multicollinearity problem. To detect the presence or absence of multicollinearity, it can be seen in the tolerance and VIF values. If the tolerance value is above 0.1 and the VIF value is below 10, multicollinearity will not occur. The multicollinearity test results for the regression model in this study are presented in the table below:

**Table 4. Multicollinearity test results**

Variable	Tolerance	VIF	Conclusion
Discipline	0.794	1.260	Non Multicollinearity
Work Ethic	0.794	1.260	Non Multicollinearity

Source: SPSS For Windows Output Results, 2020

From the table above, it can be seen that all variables have a tolerance value above 0.1 and a VIF value below 10, so it can be concluded that the regression model in this study does not occur multicollinearity, this shows that the independent variables are not correlated.

In this study, the hypothesis was tested using multiple linear regression models to obtain a comprehensive picture of the influence of discipline variables and work ethic on teacher performance, which was carried out with the help of SPSS for Windows software. The results of multiple linear regression tests can be seen in the following table:

**Table 5. Results of multiple linear regression analysis**

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	7.198	17.834
	Discipline	0.746	0.154
	Work Ethic	0.281	0.126

Source: SPSS For Windows Output Results, 2020

Based on the results of data management in the table above in the unstandardized coefficient column part B, the multiple linear regression equation model is obtained as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \varepsilon$$

$$Y = 7,198 + 0,746X_1 + 0,281X_2 + \varepsilon$$

The coefficient of determination (R<sup>2</sup>) is used to determine the value of the correlation between the independent variable (X) which consists of discipline (X<sub>1</sub>), and work ethic (X<sub>2</sub>) on the dependent variable (Y), namely teacher performance. The coefficient of determination is used because it can explain the regression model in the dependent variable. The coefficient of determination is between zero and one. The small value of R<sup>2</sup> indicates that the ability of the independent variables to explain the variation in the dependent variable is very limited. The results of the determination coefficient test can be seen in the following table:

**Table 6. Results of the coefficient of determination**

Model	R	R Square	Adjusted Square	R
1	.597 <sup>a</sup>	.356	.341	

Source: SPSS For Windows Output Results, 2020

Based on the table above, it can be seen that the results of multiple regression testing obtained R of 0.597, which means that the correlation or relationship between discipline, work ethic and teacher performance has a relatively strong relationship of 59.7%. Meanwhile, the value of R Square or the coefficient of determination is 0.356. This means that variable X has a contribution effect of 35.6% on variable Y. While the rest (100% - 35.6% = 64.4%) is explained by other independent variables not included in this study. The adjusted R Square value of 0.341 or 34.1% shows the magnitude of the contribution of the influence of the independent variables to the dependent variable.

Partial testing (t test) of each independent variable, namely discipline (X<sub>1</sub>), and work ethic (X<sub>2</sub>) is used to determine whether each independent variable has a significant or not significant effect on the dependent variable. An independent variable is said to have a positive effect if  $t_{count} > t_{table}$  and it can be seen from the significance value. The independent variable is said to have a significant effect on the dependent variable if the significance is smaller than  $\alpha$  (0.05).

To see the significance of each variable, it can be done by looking at the t value of each variable X. If the  $t_{count} > t_{table}$  or if the value is Sig. <0.05 then individually (partially) variable X can be declared to have a significant influence on variable Y. The value of t table is sought at significance  $0.05 / 2 = 0.025$  (2-sided test) with degrees of freedom  $df = nk - 1$  or  $90 - 3 - 1 = 86$ . The results obtained for t-table are 1.9879 / -1,9879. Acceptance of the hypothesis can also be seen from the significance value of each independent variable. If the significance value <0.05 or 5%, the hypothesis can be accepted. The partial test results (t) can be seen in the following table:

**Table 7. Partial Significance test results (t test)**

Model		t	Sig.
1	(Constant)	.404	.687
	Discipline	4.841	0.000
	Work Ethic	2.227	0.029

Source: SPSS For Windows Output Results, 2020

From the table above, it can be seen that the t-count and the degree of significance of each independent variable, namely discipline (X1) and work ethic (X2), are indicators of acceptance and rejection of the hypothesis. The results of hypothesis testing through a partial test (t test) will be explained as follows:

Discipline variable (X1), the t-count value of 4,841 is greater than the t-table value of 1.9879 with a significance level of 0.000 less than 0.05, then H1 is accepted and H0 is rejected. So it can be concluded that the discipline variable (X1) partially has a positive and significant effect on the performance of public teachers in Elementary School Sematang Borang Palembang City.

The work ethic variable (X2), the tcount value of 2.227 is greater than the ttable value of 1.9879 with a significance level of 0.029 which is smaller than 0.05, so H1 is accepted and H0 is rejected. So it can be concluded that the work ethic variable (X2) partially has a positive and significant effect on the performance of public of Elementary School teachers Sematang Borang, Palembang City.

Simultaneous testing of the independent variables namely discipline (X1) and work ethic (X2) stipulates that if the value of  $F_{count} > F_{table}$ , or if the value is sig.  $< 0.05$  then the hypothesis can be accepted or in other words all independent variables together (simultaneously) affect the dependent variable. The value of  $F_{table}$  can be seen in the statistical table at a significance level of 0.05 with  $df_1 (k-1)$  or  $3-1 = 2$  and  $df_2 (nk-1)$  or  $90-3-1 = 86$  ( $n$  is the number of data and  $k$  is the number variable), the results obtained for  $F_{table}$  of 3.10. "

The results of simultaneous testing (F test) on all independent variables in this study can be seen in the following table:

**Table 8. Simultaneous Significance Test Results (F test)**

Model		F	Sig.
1	Regression	24.055	.000 <sup>a</sup>
	Residual		
	Total		

Source: SPSS For Windows Output Results, 2020

Based on the table above, it can be seen that the  $F_{count}$  value is 24.055 and the significance is 0.000. This means that  $F_{count}$  of 24.055 is greater than  $F_{table}$ , which is 3.10, so it can be stated that simultaneously the independent variables (discipline and work ethic) affect the dependent variable, namely teacher performance.

The significance level of 0.000 is less than 0.05 or 5%, so it can be concluded that overall the independent variables, namely discipline and work ethic, have a significant effect on the dependent variable, namely teacher performance. Based on these conclusions, the research hypothesis that discipline and work ethic affect teacher performance is acceptable.

### Discussion

Partially the results of this study indicate that work discipline has a positive and significant effect on teacher performance. The positive influence shows that the effect of

work discipline is in line with teacher performance or in words another good or high work discipline will affect (Wardiman, Jahur, & Djusma, 2008) the performance of good or high teachers, and vice versa if the work discipline is low or bad, the teacher's performance will be low or bad. The significant influence shows that work discipline has an important role in improving teacher performance.

The results of this study are in line with Ngiode (2016) which shows that there is a positive and significant effect of work discipline on teacher performance. In addition, Utari and Rasto's research results (2019) also show the same thing, namely that work discipline has a positive and significant effect on teacher performance.

The work ethic of the teacher has a positive and significant effect on the performance of Elementary School teachers Sematang Borang, Palembang City. This positive influence shows that the higher the work ethic of the teacher, the higher the teacher's performance (Rodgers & Withrow-Thorton, 2005). This is because teachers who have a high work ethic can generally show higher achievement or performance than teachers who have a low work ethic. Based on the results of the questionnaire, it shows that the work ethic of Elementary School teachers Sematang Borang, Palembang City is moderate or good enough, but there are still weaknesses with respect to work done properly and with full responsibility and a lack of teachers in appreciating time at work.

The results showed that discipline and work ethic simultaneously had a significant effect on the performance of of Elementary School teachers Sematang Borang, Palembang City, so this study was able to prove the third hypothesis. The contribution of the influence of discipline and work ethic on teacher performance was 0.341 or 34.1%. The results of this study are in line with the results of previous research conducted by Kaliri (2008) which found that there is a simultaneous significant effect of work discipline and work motivation on the performance of public high school teachers in Pemalang Regency. "

Teacher performance can be influenced by two factors, namely discipline and work ethic. A teacher who has high work discipline and has a high work ethic illustrates that high morale will also tend to have better or higher performance (Lian, Happy Fi, & Ruslan, 2020). High work discipline is indicated by the attitude of a teacher in carrying out his duties properly and with a full sense of responsibility. Meanwhile, if it is related to the situation of human life that is developing, a high work ethic will be used as an absolute requirement, which is grown in life.

## CONCLUSION

This study aims to see the effect of work discipline and work ethic on teacher performance. The results of this study provide the following conclusions: (1) work discipline has a positive and significant effect on the performance in Elementary School in Sematang Borang, Palembang City. This means that the higher the work discipline, the better the teacher's performance. Conversely, the lower the work discipline of the teacher, the less good the teacher's performance. (2) Work ethic has a positive and significant effect on the of Elementary School teachers in Sematang Borang, Palembang City. This means that the higher the work ethic of the teacher, the better the teacher's performance. Conversely, the lower the work ethic of the teacher, the less the teacher's performance is (Wood & Tinajero, 2002). (3) Discipline and work ethic simultaneously have a significant effect on the performance Elementary School in Sematang Borang, Palembang City.

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