

## The Effect of Classroom Management and Teacher Work Ethics on the Effectiveness of the Teaching and Learning Process

Emilia Kontesa<sup>1\*</sup>, Happy Fitria<sup>2</sup>, Yenny Puspita<sup>3</sup>

<sup>1</sup>SMA Negeri 1 Buay Sandang Aji

<sup>2</sup>Universitas PGRI Palembang.

\*Corresponding author. Email: [emiliakontesa83@gmail.com](mailto:emiliakontesa83@gmail.com)

### Abstract

This study aimed to describe the effect of classroom management and teacher work ethic partially and simultaneously on the effectiveness of the teaching and learning process. This study used a quantitative method with a correlational approach. Population of the study were 703 teachers of SMA Negeri OKU Selatan Regency. Sample of the study was 137 teachers. Technique collecting data used was by distributing questionnaires to respondents. Data were analyzed by using multiple linear regression, partial correlation and multiple correlation. This study resulted in the conclusions (1) There was an effect of classroom management on the effectiveness of the teaching and learning process; (2) There was an effect of the work ethic of the teacher on the effectiveness of the teaching and learning process; and (3) There was an effect of classroom management and the work ethic of teachers simultaneously on the effectiveness of the teaching and learning process.

**Keywords:** *Classroom Management, Effectiveness, Teaching and Learning Process, Work Ethic*

### INTRODUCTION

Quality of human resources are essential for a country to become a developed, strong, and prosperous country. Efforts to improve the quality of human resources cannot be separated from the problem of national education.

In RI law no. 20 of 2003, that the definition of education is: (in article - 1, paragraph (1)) "A conscious and planned effort to create a learning atmosphere in the learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and skills needed by him, society, nation and state".

To realize this, the school must be built in such a way that teachers do not only transfer curriculum content, but more than that, create how the learning process can provide everything the students need. Thus, it can sustain their lives in the midst of society and the world of work.

Teachers have a very big share of the success of learning in schools. Teachers are very instrumental in helping the development of students to achieve their life goals optimally. In the classroom the teacher carries out two main activities, namely teaching activities and class management activities. Teaching activities are essentially the process of organizing and organizing the environment around students. All teaching components which include objectives, learning materials, teaching and learning activities, methods, tools and resources as well as evaluation are played optimally in order to achieve the teaching objectives that have been set before teaching is carried out.

Class management (management) is not only in the form of classroom arrangements, physical facilities and routines. Classroom management activities are intended to create and maintain a classroom atmosphere and conditions. So that the teaching and learning process can take place effectively and efficiently. For example, giving reinforcement, developing teacher-student relationships and making productive group rules.

It is in the classroom that all aspects of teaching education meet and process, teachers with all their abilities, students with all backgrounds and individual characteristics. The curriculum with all its components, and the material and learning resources with all language

subjects meet and integrate and interact in the classroom. even the results of education and teaching are largely determined by what happens in the classroom. Therefore, it is appropriate for the class to be managed properly, professionally, and must be continuous.

[1] stated "The problem faced by teachers, both beginners and experienced ones, is classroom management. An aspect often discussed by professional writers and teachers is also classroom management. "Given the main and most difficult task for teachers is classroom management, no one approach is said to be the best. Most teachers are less able to distinguish between teaching and management problems. teaching must be overcome by teaching and management problems must be overcome by management.

Class management is needed because from day to day, even from time to time, the students' behavior and actions are always changing. Today students can study well and calmly, but not necessarily tomorrow. Yesterday there was healthy competition within the group, on the other hand, in the future the competition may not be healthy. Classes are always dynamic in the form of students' behavior, deeds, attitudes, mental and emotional.

Within the District Education Office of Ogan Komering Ulu Selatan with the vision: "To provide excellent service in a professional manner and have characteristics in Ogan Komering Ulu Selatan". Currently, it is trying to continue to provide good coaching for educators and education staff in an effort to increase human resources to realize an increase in the quality of education in Ogan Komering Ulu Selatan District.

The success of the learning process in general can be seen from student learning, one of which is from the general test scores at the end of each semester. The following is an overview of the general test scores of all classes (grade 10 to grade 12) in each subject of each work unit (Middle School), in the academic year 2019/2020 semester 2 and academic year 2020/2021 semester 1, in Ogan Komering Ulu Selatan District. Obtained the highest average score in the second semester of the 2019/2020 school year was 72, 89 and in the academic year 2020/2021 semester 1 it was 72.30. If you look at the numbers, there has been a decrease between an average of 0.59.

Ogan Komering Ulu Selatan District, has managed or managed the classroom well and has a high work ethic, so that the effectiveness of the teaching and learning process is created, with the hope of producing high achieving students. Because teachers as the spearhead of education actors have a strategic position to have a direct influence on the learning process. The quality of the process and learning outcomes is ultimately determined by the quality of the meetings between teachers and students. Teacher knowledge, both empirical and rational, and the various skills they possess will be continued and become a tool for developing the scientific attitudes of their students [2]. Therefore, to become a teacher is not easy, to be able to carry out its duties and functions properly, the teacher must have various competencies. Professional competence, social - personal and class management.

Based on preliminary observations made, the level of quality of work results, the indicator of which is student achievement in general, is also less than satisfactory and cannot compete with other schools, especially the state. As the study above, this research focuses on classroom management and teacher work ethic entitled, "The Effect of Classroom Management and Teacher Work Ethics on the Effectiveness of the Teaching and Learning Process of Teachers at SMA in Buay Sandang Aji District, Ogan Komering Ulu Selatan Regency".

## **METHOD**

This study used an explanatory survey method, in accordance with the purpose of this study which explained the relationship between variables, namely the effect of classroom management (X1) and teacher work ethic (X2) on the effectiveness of the teaching and learning process (Y) at SMA Negeri Kabupaten Ogan Komering Ulu Selatan.

The population of this study were all teachers at SMA Negeri in OKU Selatan Regency totaling 703 teachers. The sampling technique in this research was using the Probability Sampling technique with the simple random sampling method, the method of taking samples from members of the population randomly without paying attention to the strata (circles) in the

members of the population, because members of the population were considered homogeneous [3].

The research object was the teaching staff (teachers) of the Late Middle School in Ogan Komering Ulu Selatan Regency, by determining the number of samples, through the following formula:

$$S = 15\% + \frac{1000 - n}{1000 - 100} (50\% - 15\%)$$

Where: S = Number of samples taken  
n = Number of members of the population

Table 1. Research Samples

NO	Name of School	Σ Teachers
1	SMA Negeri 1 Muaradua	48
2	SMA Negeri 1 Buay Rawan	36
3	SMA Negeri 1 Buay Sandang Aji	28
4	SMA Negeri 1 Runjung Agung	25
<b>Total</b>		<b>137</b>

## RESULTS AND DISCUSSION

### Results

#### Normality Test Results

Normality test is performed to determine whether data is normally distributed or not. The results of the normality test known through the Asymp value. Sig. (2-tailed) for the Class Management variable of 0.142, the teacher work ethic variable of 0.209, and the Teaching and Learning Effectiveness of 0.103. As it is known that if the value of Asymp. Sig. (2-tailed) > 0.05, the data is normally distributed, and vice versa if the Asymp value. Sig. (2-tailed) < 0.05, the data is not normally distributed. Thus, the class management variable data, teacher work ethic, and the effectiveness of the teaching and learning process were normally distributed because of the Asymp value. Sig. (2-tailed) were above a value of 0.05.

#### Linearity Test Results

This linearity test is used to determine whether the regression obtained is "meaningful" when used to make conclusions between the dependent variable being analyzed. It is known that the linearity significance value of the Teaching and Learning Process Effectiveness variable (Y) \* Classroom Management (X1) was 0,000 and the linearity significance value of the Teaching and Learning Process Effectiveness variable (Y) \* Teacher Work Ethic (X1) was 0.003. It can be concluded that the Class Management variable (X1) and the Teacher Work Ethic (X2) had a linear relationship with the Teaching and Learning Effectiveness variable (Y).

#### Multicollinearity Test Results

A good regression model should not have multicollinearity. The way to detect it is to look at the Variance Inflation Factor (VIF) value. The multicollinearity test results showed that the variance inflation factor (VIF) value of the Class Management variable (X1) was 1.076 < 10 and the Class Management Tolerance value (X1) was 0.929 > 0.1. The variance inflation factor (VIF) value of the Teacher Work Ethics variable (X2) was 1.076 < 10 and the Teacher Work Ethic Tolerance (X2) was 0.929 < 0.1. It can be concluded that between the independent variables there was no multicollinearity problem.

**Hypothesis Testing**  
**Partial Hypothesis Testing**

Partially testing the hypothesis or testing the effect of each independent variable on the dependent variable or the influence of the Class Management variable (X1) on Teaching and Learning Process Effectiveness variable (Y), and the teacher work ethic variable (X2) on Teaching and Learning Process Effectiveness variable (Y) by looking at the probability value (significance) obtained. The test results can be seen in Table 2 below.

**Table 2. Hypothesis Test Results Partially.**

Model	t	Sig.
1 (Constant)	12.786	.000
Class Management (X1)	4.356	.000
Work ethic (X2)	2.089	.009

**The Effect of Classroom Management on the Effectiveness of the Teaching and Learning Process**

Based on Table 2, it is known that the probability value (significance) for the class management variable was 0.000. That is, the probability value (significance)  $0.000 < 0.05$ , thus  $H_0$  was rejected and  $H_a$  was accepted. It can be explained that there was an influence of Class Management on the Effectiveness of the Teaching and Learning Process at SMA Negeri OKU Selatan Regency.

**2) The Effect of Teacher Work Ethics on the Effectiveness of the Teaching and Learning Process**

Based on Table 2, it is also known that the probability value (significance) for the teacher work ethic variable was 0.009. That is, the probability value (significance)  $0.009 < 0.05$ , thus  $H_0$  was rejected and  $H_a$  was accepted. It can be explained that there was an influence of work ethic of the teacher on the Effectiveness of the Teaching and Learning Process at SMA Negeri OKU Selatan Regency.

**Simultaneous Hypothesis Testing**

The F test is used to determine whether the independent variables simultaneously affect the dependent variable. That is, all independent variables would be analyzed simultaneously thus it is known that the two independent variables have an effect on or not on the dependent variable.

**Table 3. Simultaneous Hypothesis Test Results**

Model	F	Sig.
1 Regression	15.157	.000 <sup>a</sup>
Residual		
Total		

The simultaneously test results obtained the probability value sig. F was  $0.000 < 0.05$ . Thus  $H_0$  was rejected and  $H_a$  was accepted. It can be explained that there was an effect of classroom management and teacher work ethic simultaneously on the effectiveness of the Teaching and Learning Process at SMA Negeri OKU Selatan Regency.

**Coefficient of Determination**

To determine the magnitude of the influence of the independent variables (Class Management and teacher work ethic) on the dependent variable (Teaching and Learning Effectiveness) can be seen in the following Table 4.

**Table 4.** Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.530 <sup>a</sup>	.281	.272	2.756

Table 4 shows the value of the correlation / relationship (R), 0.530 which was included in the medium category. In addition, it also explains the percentage of influence of the independent variables (Classroom Management and Teacher Work Ethics) on the dependent variable (Effectiveness of the Teaching and Learning Process) which was called the coefficient of determination which was the result of squaring R. From the output, the coefficient of determination (Adjust R Square) of 0.272, which implies that the magnitude of the influence of the independent variables (Class Management and Teacher Work Ethics) on the dependent variable (Teaching and Learning Effectiveness) was 27.2%, while the remaining 72.8% was influenced by other variables not examined in this study, such as work motivation variables, work discipline, principal academic supervision, and other variables that can affect the effectiveness of the Teaching and Learning Process.

## Discussion

### ***The Effect of Classroom Management on the Effectiveness of the Teaching and Learning Process at SMA Negeri OKU Selatan Regency***

Based on the research hypothesis, it can be seen that there was an effect of Class Management on the Effectiveness of the Teaching and Learning Process at SMA Negeri OKU Selatan Regency. Judging from the results of multiple regression analysis, the coefficient value of the Class Management variable was positive. It can be said that if the class management was good, the effectiveness of the teaching and learning process at SMA Negeri OKU Selatan Regency would be good too.

In managing the classroom, a teacher must be able to create positive interpersonal relationships in the classroom, the teacher has also done it well. The teacher is a caring person, the teacher is also a person who is fun to talk to. Teachers always motivate students to study well. In class, teachers have also done their job in reducing student disruptive behavior quite well. If there are students who do badly, the teacher reprimands, so that the bad behavior of the students is not sustainable so that the class does not become chaotic and not conducive. The effectiveness of learning can be influenced by several factors, including students, teachers, subjects, curriculum, learning methods, infrastructure and classroom management. In a learning system that occupies a structural position and acts as the driving force is the teacher. Because it is the teacher who is directly involved in the effort to influence, foster, and develop the ability of students to be smart, skilled, have high moral and social spirit so that they can live independently as social beings. In carrying out their duties as a teacher, a teacher must have teaching skills, for example the use of learning media

Thus, to make it happen, professional educators are needed in managing the class, choosing a methodology, effective teaching approaches, learning media and even the personality and soul values of an educator to be able to improve the quality of student learning outcomes.

The success factor of teaching activities is the teacher. So that shows how important the role of teachers is in the world of education. Teachers must follow curriculum reforms, use learning media and improve the quality of teaching so as to produce quality education.

### ***The Effect of Teacher Work Ethics on the Effectiveness of the Teaching and Learning Process at SMA Negeri OKU Selatan Regency***

Based on the research hypothesis, it can be seen that there was an effect of the work ethic of the teacher on the Effectiveness of the Teaching and Learning Process at SMA Negeri OKU Selatan Regency. Judging from the results of multiple regression analysis, the coefficient

value of the teacher work ethic variable was positive. It can be said that if the work ethic of the teacher supported the smooth running of activities at school, the effectiveness of the Teaching and Learning Process at SMA Negeri OKU Selatan Regency would be good.

The results of this study are in accordance with the theory [4] that self-actualization or potential development is carried out through work that will shape our character and competence. Teachers are not only always trying to develop their own potential, through the work ethic of the teacher, they are also able to change their potential in the form of competencies required in their profession. This shows that the teacher has worked enthusiastically in carrying out their teaching duties.

[5] The results of this study are in line with opinion that work ethic is a view and attitude towards a job. If those views and attitudes see work as something that is noble for human existence, then the work ethic will be high. Every teacher is expected to have a high work ethic in order to produce various beneficial achievements both for themselves, students, and for society.

The teacher's work ethic indicator is shown in the aspect of working sincerely with gratitude, working properly with responsibility, thorough work with integrity, working hard with enthusiasm, working seriously with love, working happily creatively, working diligently with excellence, working perfectly with humility. This component has been owned by the teachers at SMA Negeri OKU Selatan Regency as a form of professionalism of a teacher.

A teacher's work ethic will be a source of motivation for his actions. When it is related to the learning situation, a high work ethic will be used as an absolute prerequisite for a teacher, which must be cultivated in that life. By having a work ethic, teachers can erode work attitudes that are careless, not oriented towards the quality they should be.

### **The Effect of Class Management and Teachers' Work Ethic Together on the Effectiveness of the Teaching and Learning Process at SMA Negeri OKU Selatan Regency**

Based on the research hypothesis, it can be seen that there was an effect of Class Management and the work ethic of teachers simultaneously on the Effectiveness of the Teaching and Learning Process at SMA Negeri OKU Selatan Regency. The percentage of the influence of the independent variables (Class Management and teacher work ethic) on the dependent variable (Teaching and Learning Effectiveness) is called the coefficient of determination which is the result of squaring R. From this output, the coefficient of determination (Adjust R Square) was 0.249, which implies that the effect of the independent variables (Class Management and teacher work ethic) on the dependent variable (Teaching and Learning Effectiveness) was 24.9%, while the remaining 75.1% was influenced by other variables not examined in this study. such as work motivation variables, work discipline, principal academic supervision, and other variables that can affect the effectiveness of the teaching and learning process.

Based on the analysis conducted, the contribution of the influence given by the class management variable to the effectiveness of the teaching and learning process was 27.2%, while the contribution of the teacher's work ethic to the effectiveness of the teaching and learning process was 28.3%. The strength of this relationship implies that the effectiveness of the Teaching and Learning Process could be estimated through an approach to the two variables.

Based on the research findings, it can be concluded that the Effectiveness of the Teaching and Learning Process of SMA Negeri OKU Selatan Regency can be improved through improving Class Management and the role of the teacher's work ethic. The leadership of a school principal can be improved by creating a conducive school climate, providing advice to school members, providing encouragement to all education personnel, and implementing interesting learning models. As is known in schooling organizations, if the teacher at work feels calm, safe, satisfied, then the teacher will be happy to work so that the teaching and learning process has a positive impact on student achievement.

[6] The effectiveness of learning with regard to the path, effort, technique, strategy used in achieving goals quickly and precisely. Effectiveness also refers to the evaluation of a process that has produced an observable output. The results of the evaluation are indicators of the effectiveness of a lesson.

Class management and teacher work ethic are two very essential things in the learning process. Without the work ethic of the teacher, a teacher will not have the awareness to manage the class well. Without good classroom management, the learning process will not be effective, so it will have implications for student achievement.

Based on this research, teachers need to increase their knowledge, information and skills as an effort to improve their teaching experience. Through this, teachers can be more competent in carrying out their duties, one of which is the achievement of professional competency standards which are the focus of this research. In addition, teachers need to improve their work ethic so that their professional competences can also increase.

The proof of the hypothesis proposed in this study can provide information that class management and teacher work ethics play a role in increasing the effectiveness of the teaching and learning process of teachers in the classroom. So that if the class management and teacher work ethic are good, the effectiveness of the teaching and learning process is also good. Likewise, if the classroom management and work ethic of the teacher are not good, the effectiveness of the teaching and learning process is also not good.

## CONCLUSIONS

Based on the research results, it can be concluded as follows: There was an effect of classroom management on the effectiveness of the teaching and learning process at SMA Negeri OKU Selatan Regency. It can be said that if the class management was good, the effectiveness of the teaching and learning process at SMA Negeri OKU Selatan Regency would be good too. There was an influence of the work ethic of the teacher on the effectiveness of the teaching and learning process at SMA Negeri OKU Selatan Regency. It can be said that if the work ethic of the teacher supported the smooth running of activities at school, the effectiveness of the teaching and learning process at SMA Negeri OKU Selatan Regency would be good. There was an influence of classroom management and the work ethic of teachers together on the effectiveness of the teaching and learning process at SMA Negeri OKU Selatan Regency. The percentage of the influence of the independent variables (classroom management and teacher work ethic) on the dependent variable (the effectiveness of the teaching and learning process) was 27.2%. This meant that the effectiveness of the teaching and learning process at SMA Negeri OKU Selatan Regency could be improved through improving classroom management and teacher work ethics.

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