The Influence of Work Environment and Work Motivation with Teacher Performance at Madrasah Aliyah Negeri 1 Palembang

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Abstract

The goal of this study is to demonstrate the impact of the work environment on teacher performance, to demonstrate the impact of work motivation on teacher performance, and to demonstrate the impact of the work environment and work motivation on teacher performance together. At Madrasah Aliyah Negeri 1, Palembang, this study was carried out. The problems that exist include the frequent occurrence of confusion between teachers in performing their duties, resulting in the less favorable working atmosphere of the teacher, unsatisfactory student output could be attributable to the standard of teacher work that has not been maximized because the motivation of teachers to work is still poor, In implementing policies, there are often differences of opinion between teachers and the principal of madrasah, lack of guidance for teachers that leads to low teacher morale, the absence of teacher imagination in creating independent material still depends on the books used, teachers often arrive late or come home not yet that can harm learning students. Observations, questionnaires, and documentation were used to collect data. The study carried out was an analysis of the association between the t – test and the F – test. The findings of the analysis of the data collected were that the working environment had an effect on the performance of teachers in Madrasah Aliyah Negeri 1 Palembang. There is an influence on the success of teachers in Madrasah Aliyah Negeri 1 Palembang by Job Motivation. The work climate and work motivation together have an effect on the teacher performance in Madrasah Aliyah Negeri 1 Palembang.

Keywords : *job environment, encouragement for work, and teacher performance.*

INTRODUCTION

Researchers obtained information from the results of the observations made and the researcher conducted interviews with several teachers as well as special interviews with several Madrasah principals in Palembang City, namely on April 15,2020, that there are still teachers with difficulty in the learning process, especially for the creation of subject matter to be taught. In addition, there are still teachers who have not mastered the technical area in the implementation of learning in the classroom in the use of media and learning materials. Since, since the beginning of learning, the use of the learning methods used and the implementation have been tested. Preparation is not as planned for follow-up processing. There are also some variables in the aspect of teacher work motivation, including the lack of discipline in teaching teachers, namely that teachers appear to be late in the classroom to perform learning.

This reality suggests that a bad work environment and a lack of motivation for teachers to give students lessons would have an effect on the teacher's teaching efficiency. Of course, to resolve this requires a leadership pattern that can provide a strong and conducive school setting, which is required to be able to inspire teachers to conduct the learning process as quality teachers in madrasah or colleges.

Of course, from the above evidence, this work environment issue would naturally be related to the job motivation of teachers in the teaching learning process in madrasas, so it is

important to further research and demonstrate whether a good work environment is related to the motivation of teacher work that ultimately results in good performance. That's also nice for the instructor. For this reason, researchers are interested in conducting a research entitled The Impact of Work Environment and Work Motivation on Teacher Performance at Madrasah Aliyah Negeri 1 Palembang.

Madrasah Aliyah Negeri 1 Palembang is one of the first madrasah to be established in Palembang City for the state level of Aliyah and has obtained Accreditation A based on the BAN-SM ranking to date. This made the students' parents so happy that they enrolled their kids in Madrasah Aliyah Negeri 1 Palembang to attend.

Madrasah Aliyah Negeri 1 Palembang undoubtedly needs to improve the standard of its education and enhance its ability to face different types of competition that can influence performance. One of these is paying attention to the instructor aspect. For different reasons and difficulties, teachers often encounter reduced motivation to work. These issues need to be tackled, of course, since this can have an effect on the decrease in teacher performance in order to reduce the level of learning.

In order to increase teacher stability in teaching, the job morale of Madrasah Aliyah Negeri 1 Palembang teachers definitely needs to be strengthened. It makes the teacher feel relaxed at work, with the teacher's current job encouragement, and they don't want to leave to find another more comfortable school. This is because, at work, the teacher feels awkward. Since the working environment is not good and the lack of motivation of the teacher in teaching, of course, this has an effect on the work of the teacher in giving students lessons.

The physical and non-physical environments are the working environment of Madrasah Aliyah Negeri 1 Palembang, which is being carried out by this report. Madrasah Aliyah Negeri 1 Palembang's physical environment is now very healthy, which can be seen from the number of teachers for each subject that has all been fulfilled. Meanwhile, because there are still learning facilities that are missing or require renovation, the non-physical setting of Madrasah Aliyah Negeri 1 Palembang now still needs upgrades and additions. It is feared that the physical climate will be influenced in the performance of its duties, such as heat due to lack of greening and the temperature of the work space that is not large enough will have a negative effect on the performance of the instructor, so it is hoped that Madrasah Aliyah Negeri 1 Palembang will be able to aim for a better working environment.

It is important to further research the effects of the work environment and work motivation on teacher performance at Madrasah Aliyah Negeri I Palembang on the basis of the explanation above.

LITERATURE REVIEW
Performance

The definition and term "performance" comes from the word "job performance" or "actual performance" meaning the outcome of the job of an individual or the importance that someone earns. Performance can be characterized as work performance, task performance, job completion, or job performance.

While performance, according to as he said, performance is the result of work in the form of quality and quantity of work resulting from his attempts to complete the job entrusted to someone with full responsibility [1].

The authors infer from some of the above opinions that performance is the overall success of an individual over a certain time in carrying out a task compared to different possibilities, such as job standards, objectives or goals or requirements that have been decided in advance and have been mutually agreed upon. Thus, in relation to understanding teacher performance, teacher performance is the capacity of a teacher to provide students with subject matter during the school learning process.

Work Environment

The working climate is one of the factors that can influence an employee's

performance in an organization, according to [2]. This work environment is part of the environmental circumstances, both physical and non-physical, of someone who carries out his tasks. This work environment can encourage the excitement of an individual for work and can reduce one's morale as well. Of course, if the work atmosphere is good, an employee feels relaxed working, but if the work environment is not good, an employee would not be able to boost his performance, even if he wishes to find some position that he thinks is a more comfortable working environment.

The work environment, meanwhile is a set of tools and materials found in the environment around which a person works as individuals and as groups, work methods and working methods [3].

The working climate is all that surrounds employees and can influence them to fulfill their assigned tasks [4].

The authors infer from many hypotheses that have been put forward that the work environment is all around us that influences the level of success of an individual, both physical and non-physical. This can influence the importance of one's work directly or indirectly.

Work Motivation

The Latin word "Movere" derives from motivation, which means impulse or driving force. In Sardiman (2006), motivation is a guiding force that can alter the ability of an individual to begin different types of work in one's actions, according to Robert C. Beck [5]. In the meantime, this motivation can also be interpreted as a shift in energy in an individual that can be seen from the appearance of emotions, according to, and is followed by a response to a target [6].

Motivation is the basic motivation that motivates someone to act, according to. This desire is in someone who, according to their wishes, inspires them to do something [7]. Therefore, depending on whether there is a motive that can be based on it, self-action based on a certain motivation includes a pattern. In the meantime, this motivation is a set of behaviors that generate a meaning that contributes to individual perseverance in achieving goals, according to Robin, who was clarified again [8].

From several views that have articulated the sense of motivation, it can be inferred that motivation for teacher work can be interpreted as encouragement from different elements in the form of a level of action that has an aim to be accomplished, especially in the teaching and learning process in schools, in the field of teacher duties. Enthusiasm, aspirations, profits and the degree of progress in achieving goals are the factors found in this encouragement. This suggests that highly motivated teachers appear to have good results, which in turn would improve their productivity at work.

METHOD

This thesis belongs to the type of quantitative descriptive research focused on the level of explanation, namely research that analyses and studies artifacts, situations, events and phenomena that are evolving in society and in data. The study was quantitatively analyzed.

In this study, the quantitative research variables tested consisted of the work environment (X1) on teacher performance (Y), work motivation (X2) on teacher performance (Y), while testing the hypothesis together (simultaneously), namely the work environment (X1) and work motivation (X2) on teacher performance (Y), then processing and processing all the data obtained with quantitative analysis.

Population is a domain of generalization consisting of objects / study topics with quality and conclusions. Teachers who were still actively carrying out their duties at Madrasah Aliyah Negeri 1 Palembang were the population in this report, totalling 70 teachers.

The sample is part of the study population, or is a reflection of it. Both of them should be taken such that the survey is a population analysis in order to assess the sample size if

the question is under 100. If the subject is larger, it can be taken between 20 and 25 percent This thesis, based on the above theory, took 70 individuals from the total population as a research sample, consisting of 22 men and 48 women, while 25 teachers were taken from MTs Negeri 1 Palembang for the study of the research instrument.

Observation methods, questionnaires and reports were the data collection techniques used in this analysis. Observation is a form of data collection that uses research object observation, which can be performed directly or indirectly [9]. Questionnaire is a technique of data collection by giving respondents a list of questions to fill in [10]. The method of documentation is a way to acquire data by gathering the requisite archives at the institution.

Work environment measures as independent variables (X1) include cleanliness of the workplace, lighting, temperature of the air, completeness of work facilities, protection of the work environment, relationships between leaders and subordinates [11]. Job motivation measures as autonomous variables (X2): teaching sincerity, discipline, willingness, effort made, incentives won, awards [12]. As well as teacher success metrics, such as Attendance to Carry Out Assignments, Introduction of Learning Methods, Final Testing of Learning Activities, Formulation of Learning Materials, Life Related [13].

RESULTS AND DISCUSSION

Using correlation techniques, this hypothesis test is carried out, while the correlation techniques used are statistical correlation and decision analysis, regression coefficient (t test) and multiple correlation coefficient (F test), which are conducted using SPSS version 25.

Working Environment Testing of Hypothesis (X^1) on Teacher Performance (Y)

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-2.124	6.195		-.343	.733
Working Environment	.840	.077	.799	10.950	.000

a. Dependent Variable: Teacher Performance

The value of t from the table above is 10,950 with a degree of sig of 0,000. The hypothesis that there is an effect of the work environment on the output of teachers at Madrasah Aliyah Negeri 1 Palembang is acknowledged because the sig value is less than 0.05. This suggests that the work environment in Madrasah Aliyah Negeri 1 Palembang affects the performance of teachers.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.799[a]	.638	.633	4.185

a. Predictors: (Constant), Working Environment

A correlation (r) of 0.799 is provided by simple correlation analysis between X1 and Y. 0.799 is in the range of 0.600 to 0.799 from the correlation table as mentioned in the previous section, which indicates that the Work Environment variable has a good relationship with Teacher Efficiency.

The determination coefficient is derived from the square of the coefficient of correlation, which is$(0.799) 2 = 0.638$. This shows that variations in variable X1 can explain about 63.8 per cent of the variance that occurs in variable Y.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.722	6.322		.114	.909
	Work Motivation	.806	.078	.780	10.280	.000

a. Dependent Variable: Teacher Performance

Hypothesis Measuring Motivation for Work (X2) on Teacher Performance (Y)

The value of t from the table above is 10,280 with a degree of sig of 0,000. The hypothesis that there is an effect of job motivation on teacher success at Madrasah Aliyah Negeri 1 Palembang is acknowledged because the sig value is lower than 0.05. This implies that job motivation in Madrasah Aliyah Negeri 1 Palembang has an influence on the output of teachers.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.780[a]	.608	.603	4.353

a. Predictors: (Constant), Work Motivation

A correlation (r) of 0.780 is generated by simple correlation analysis between X2 and Y. 0.780 is in the range of 0.600 to 0.799 from the correlation table as mentioned in the previous section, indicating that there is a clear association between the variable of job motivation and teacher efficiency.

The determination coefficient is calculated from the square of the coefficient of correlation, which is$(0.780)2= 0.608$. This demonstrates that variations in variable X2 can explain about 60.8 per cent of the variance that occurs in variable Y.

Working Environment Hypothesis Testing (X1) and Work Motivation (X2) on teacher performance (Y)

ANOVA[a]

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2141.760	2	1070.880	62.405	.000[b]
	Residual	1149.726	67	17.160		
	Total	3291.486	69			

a. Dependent Variable: Teacher Performance

b. Predictors: (Constant), Work Motivation , Working Environment

The results of data analysis on the effect of work environment (X1) and work motivation (X2) on teacher output (Y) can be interpreted as homogeneous variance in Madrasah Aliyah Negeri 1 Palembang, since F counts <F table.

The value of F = 62.405 in ANOVA was obtained with alpha (sig) = 0.000. Since alpha (Sig)<0.05, regression can be used at the 95 percent confidence level to predict the work climate and work motivation.

The effects of the work environment (x1) and work motivation (x2) have a positive and important influence on the performance of teachers (Y) in Madrasah Aliyah Negeri 1 Palembang, based on the test above.

CONCLUSIONS AND SUGGESTIONS

Based on the findings of descriptive study and data interpretation and hypothesis testing, it can be inferred as follows: The working climate has a substantial influence on the output of Aliyah Negeri 1 Palembang Madrasah teachers. This means that at Madrasah Aliyah Negeri 1 Palembang, the better the physical and non-physical work environment would contribute to higher teacher results. In addition, job motivation in Madrasah Aliyah Negeri 1 Palembang has a major impact on the output of teachers. This implies that the better the motivation for work at Madrasah Aliyah Negeri 1 Palembang, the better the performance of the instructor would be.

This research also demonstrates that in Madrasah Aliyah Negeri 1 Palembang, the work environment and work motivation have an effect on the performance of teachers. It means that the performance of Madrasah Aliyah Negeri 1 Palembang teachers will improve if this is between the work environment and work motivation together. A healthy work environment and high enthusiasm for work can increase the performance of teachers.

In addition to work motivation and work environment, such as leadership, pay, job satisfaction and others, they should be able to explore other variables influencing teacher success for future researchers.

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