

## Management Of School Library And Work Motivation On Library Management Performance In Kec Buay Pemaca Okus District

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### Abstract

This study aims to identify and analyze: (1) school library management; (2) work motivation, and (3) library manager performance. This research is a quantitative study using a survey method. This research was conducted in Buay Pemaca District OKUS Regency with 30 library managers as respondents. Data collection techniques used questionnaires and documentation. Validity test using the SPSS program. Meanwhile, the reliability test used Cronbach's Alpha. The prerequisite test analysis used simple regression and multiple regression techniques. The results showed that: (1) there is a positive and significant relationship between school library management and work motivation on the performance of library managers with a correlation value of 0.018 with a percentage of the relationship of 97.8% while 2.2% is determined by other factors not mentioned in this research.

**Keywords:** *School Library Management, Work Motivation and Library Manager Performance.*

### PENDAHULUAN

States that library management is library management based on management theory and principles [1]. While the main functions of management include planning, organizing, leadership, and supervision [2]. This agrees with Foyal, including planning. Organizing, leading, and controlling [3].

Work motivation is motivation that occurs in situations and work environments that exist in an organization or institution [4]. Work motivation is a push from within and outside of a person to do something that is visible in internal and external dimensions. work motivation is one of the factors that determines a person's performance. Based on some of the definitions above, it can be concluded that work motivation is a driving force or movement that generates and directs behavior in an act or job in order to achieve the stated goals. Success and failure in education are often linked to work motivation. Basically, humans always want things that are fine, so that the driving force or driving force that motivates their work morale depends on the expectations that will be obtained in the future. If those expectations come true, someone will tend to increase their work motivation.

Performance comes from the notion of performance. There is also a definition of performance as a result of work or work performance. However, performance actually has a broader meaning, not just work results, but including how work processes have a strong relationship with organizational strategic goals, customer satisfaction, and contribute to the economy. Thus, performance is about doing the job. Performance is about what is done and how to do it [5]. Librarian is the driving force of a library, if the librarian is creative, of course the library will always innovate following the demands of the times. Librarians today must always be required to have these strategies in the form of services that are different from other libraries. Attractive building decoration, as well as up-to-date advice and infrastructure or facilities [6].

Based on observations on Monday, January 6, 2020 and continued on Monday January 13, 2020, there are still problems that arise in library management and motivation for the performance of library managers. Researchers see that there is still a lack of students who take advantage of the time to read when the hours are empty such as teachers are unable to attend or when students are taking breaks, students do not take advantage of the existence of the library to do assignments by looking for references through the library, and also the lack

of teacher participation to encourage students to read books frequently in library. This is presumably because visitors are not facilitated by a comfortable reading room such as there are still many library books that do not have shelves, just stacked on the table so that the room looks crowded, lack of tables and chairs to support the library. Lack of lighting in the reading room and in the hallways between the shelves, the lack of librarians which causes poor book arrangement and room management, library managers that are not facilitated by leptops or computers for book lists and visitor lists, book collections that do not vary, and reference books there are only old books. Even worse, not all schools in Ogan Komering Ulu Selatan District have libraries. The following is an example of the number of visitors to the school library at SDN 06 Kotaway Village, Buay District, OKUS District Reader whose researchers took the data:

**Tabel 1. List of library visitors SDN 6 Desa Kotaway**

No	Month	Number of visitors
1	January	3
2	February	5
3	March	2

*Source: SDN 06 Village Kotaway Library, Buay Pemaca District*

Based on the above background and by looking at various sources and research journals provide inspiration as well as motivation for researchers to conduct research entitled: The effect of school library management and work motivation on the performance of library managers in Buay Pemaca District, OKUS Regency.

Taking into account the problem identification above, the problem under study is limited to only three variables related to the performance of library managers, namely school library management, work motivation on the performance of library managers in Buay Pemaca District, OKUS Regency.

From the limitations of the problems that have been presented, this is used as the scope of the research conducted by the author, furthermore these limitations are then used as a basis for formulating the problem. The formulation of the problem is as follows:

1. Is there an effect of school library management on the performance of library managers in Buay Pemaca District, OKUS Regency?
2. Is there an effect of work motivation on the performance of library managers in Buay Pemaca District, OKUS Regency?
3. Is there an effect of school library management and work motivation on employee performance in Buay Pemaca District, OKUS Regency?

This study aims to identify and describe the following matters:

1. The influence of school library management on the performance of library managers in Buay Pemaca District, OKUS Regency.
2. The effect of work motivation on the performance of library managers in Buay Pemaca District, OKUS Regency.
3. The influence of school library management and work motivation on the performance of library managers in Buay Pemaca District, OKUS Regency

## **METHODOLOGY**

This study used a survey method with aquantitative research approach. The population in this study were the library managers in the Buay Pemaca District, OKUS Regency, totaling 30 people. While the sample uses saturated sampling technique, namely the entire population is used as a sample. This research data collection using questionnaires and documentation. The research data was processed using SPSS version 21.00.

### 3. RESULTS AND DISCUSSION

Inferential statistical analysis is a multiple linear regression analysis that explains the output of the SPSS version 21 program which is used to test existing hypotheses. This analysis consists of multiple correlation linear regression analysis, F test analysis (Simultaneous), t test (partial), and the coefficient of determination.

#### **Multiple Correlation Statistical Analysis**

Multiple linear regression analysis is a linear relationship between two or more independent variables (school library management X1 and work motivation X2) and the dependent variable (library manager performance Y). This analysis is to determine the direction of the relationship between the independent variable and the dependent variable whether there is a positive or negative relationship and to predict the value of the dependent variable if the value of the independent variable has increased or decreased.

The results of the multiple correlation linear regression test using the SPSS version 21 program. Based on the results of multiple linear regressions examined on the school library management variable (X1) and work motivation (X2) on the performance of the library manager (Y) as follows:

$$Y = 5.528 + 0,550X_1 + 0,392X_2$$

Based on the multiple correlation linear regression equation above, it can be explained as follows:

1. The constant coefficient of 5,528 means that if the school library management (X1) and work motivation (X2) are 0 or constant, then the performance of the library manager (Y) is 5,528.
2. The coefficient value of the school library management variable (X1) is 0.550, meaning that if the school library management (X1) increases by 1 unit score, the performance of the library manager (Y) will increase by 0.550 assuming the work motivation coefficient is 0 or constant.
3. The coefficient value of work motivation variable (X2) is 0.392, meaning that if work motivation (X2) increases by 1 unit score, the performance of the library manager (Y) will increase by 0.392 assuming the school library management coefficient is 0 or fixed.

#### **F Test Results (Simultaneous)**

This test is used to determine whether the independent variables (school library management and work motivation) have an influence or not on the independent variable (library manager performance). If the value of sig.> A (0.05), then there is no influence between library management variables (X1) and work motivation (X2) on the performance of library managers (Y). If the sig.<A (0.05), then there is an influence between library management variables (X1) and work motivation (X2) on the performance of library managers (Y).

In the table, it is obtained that the Fcount is 607,820 and the result is a significance of 0.000b. F table can be seen in the statistical table at a significance level of 0.05 with df 2 (nk-1) or (30-2-1) = 27 (n is the amount of data and k is the number of independent variables), the results obtained for Ftable are 3.35. So it can be concluded that Ho is rejected, so that Ha is accepted. So school library management and work motivation affect the performance of library managers in Buay Pemaca Subdistrict, OKUS District.

#### **T test results (partial hypothesis)**

Hypothesis testing in regression can also be done using the t test. with the following criteria: if the probability value (significant) <than 0.05 then Ho is rejected and Ha is accepted. Conversely, if the probability value (significant)> than 0.05 then Ho is accepted Ha is rejected.

Hypothesis testing partially or testing the effect of each independent variable on the dependent variable or the influence of the school library management variable (X1) to the library manager performance variable (Y), and the work motivation variable (X2) to the library manager performance variable (Y) by looking at the value t at the existing output

### **The Influence of School Library Management**

Based on the coefficient table above, the t-count value of the school library management variable is 5.225 with a tsig value. equal to 0.000 and the ttable value of degrees of freedom (Dk) =  $n - 1 = 30 - 1 = 29$  is 3.35. This means that the value of tcount (5.225) > t table (3.35) and the value of tsig. (0,000) <  $\alpha$  (0.05), thus Ho is rejected so that Ha is accepted, meaning that there is an effect of school library management on the performance of library managers in Buay Pemaca District, OKUS Regency.

### **The Effect of Work Motivation**

Based on the coefficient table above, the tcount of work motivation variable is 3,697 with a tsig value. equal to 0.001 and the value of the degree of freedom (Dk) =  $n - 1 = 30 - 1 = 29$  is 3.35. This means that the value of tcount (3.697) > t table (3.35) and the value of tsig. (0.001) <  $\alpha$  (0.05), thus Ho is rejected so that Ha is accepted, meaning that there is an effect of work motivation on the performance of library managers in Buay Pemaca District, OKUS Regency.

### **Coefficient of Determination**

The coefficient of determination R Square = 0.978, which means that 97.8% of the library manager's performance variable (Y) can be influenced by school library management (X1), so it can be concluded that the effect of school library management on the performance of library managers is 97.8%.

The correlation value (R) of 0.978 is included in the VERY STRONG category. This is because the correlation value of 0.978 is in the range 0.800 - 1,000. In addition, it also explains the percentage of the influence of the independent variables (school library management and work motivation) on the dependent variable (library manager performance) which is called the coefficient of determination which is the result of squaring R. From this output, the coefficient of determination (Adjust R Square) is obtained. amounted to 0.978, which implies that there is an effect of independent variables (school library management and work motivation) on the dependent variable (library manager performance) is 97.8%, while the remaining 2.2% is influenced by other variables that are not examined. in this research.

## **Discussion**

### **The Effect of School Library Management**

The results showed that school library management had a significant effect on the performance of library managers in Buay Pemaca District, OKUS District. The better the school library management, the better the performance of the library manager.

In the previous discussion, many theories state the factors that support the performance of library managers, one of which is school library management. With the existence of school library management will help improve the performance of library managers. This is in line with the results research entitled The Effect of Library Facilities, Librarian Performance, and Library Material Management on Reading Interest [7]. Stating from the results of the study, it was found that students' reading interest was influenced by library facilities, and library material management by 64.80%. Based on the results of hypothesis 1 test, it is known that school library management has a significant effect on the performance of library managers as shown by the t test results obtained by the tcount of 28,768 > t table. 3.35 and the tsig value. (0,000) <  $\alpha$  (0.05), and the coefficient of determination is 0.967, thus Ho is rejected so that Ha is accepted, meaning that there is an effect of school library management on the performance of library managers in Buay Pemaca District, OKUS Regency.

### **The Effect of Work Motivation**

Based on the results of hypothesis 2 test, it is known that work motivation has a significant effect on the performance of library managers, which is shown by the results of the t test, the t value is  $24,754 > t \text{ table. } 3.35$  and the tsig value.  $(0.001) < \alpha (0.05)$ , and the coefficient of determination is 0.956, thus  $H_0$  is rejected so that  $H_a$  is accepted, meaning that there is an effect of work motivation on the performance of library managers in Buay Pemaca District, OKUS Regency.

The results of the compiled research show that work motivation has a positive influence on the performance of library managers.

This is in line with the results of Julian Wirano's (2015) study which states that from the results of the analysis, it can be stated that motivation does affect performance. Through the calculation of existing data, it is obtained an illustration that out of 6 people with less motivation, 3 people have poor performance but one has a good performance. And from 19 people with good motivation, all of them have good performance too.

### **The Effect of School Library Management and Work Motivation**

Based on the results of hypothesis 3 test, it is known that work motivation has a significant effect on the performance of library managers, which is shown by the results of the t test, the tcount is  $5.225$  and  $3.697 > t \text{ table. } 3.35$  and the tsig value.  $(0,000 \text{ and } 0.001) < \alpha (0.05)$ , as well as the coefficient of determination 0.978, thus  $H_0$  is rejected so that  $H_a$  is accepted, meaning that there is an effect of school library management and work motivation on the performance of library managers in Buay Pemaca District, OKUS Regency.

From the research results it can be concluded that school library management and work motivation together have a significant effect on the performance of school library managers in Buay Pemaca District, OKUS Regency by 97.8%. From these findings it can be interpreted that school library management and work motivation together have significant strengths on the performance of library managers.

### **CONCLUSION**

The conclusions obtained from the results of the research and discussion that have been carried out are as follows: There is an effect of library management on the performance of the school library manager. Because good school library management will make library managers improve their performance to be even better. There is an effect of work motivation on the performance of library managers. Because good work motivation will also provide good morale for library managers. There is an effect of school library management and work motivation on the performance of library managers. Library management and good work motivation can provide a good spirit of performance for library management officers. School library management is able to influence the performance of library managers with a contribution of 97.8% while the remaining 2.2% is influenced by other factors not examined in this study. Based on the results of research and findings in the field, there are several suggestions that the author needs to convey to various parties who can take advantage of and follow up on the results of this research. These suggestions include: (1) Relevant agencies and schools should pay more attention to the adequacy of library facilities and infrastructure, be it comfort of space, services as well as the quantity and quality of the collection of study resource books in the library. (2) For library management officers, so that they will continue to work enthusiastically and continue to be creative, so that the library in each school can be managed properly, neatly and as well as possible. So that the existing work performance will always be eager to enter the library room. (3) For teachers and students to study more often in the library room to get students accustomed to reading in the library. (4) Due to the many limitations made by researchers, it is necessary to carry out further research by other researchers on school library management.

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