

## Influence Discipline And Competence Of Teachers To Work A Teacher In High School Subdistrict Pedamaran

Malia<sup>1\*</sup>, Bukman Lian<sup>2</sup>, Syaiful Eddy<sup>3</sup>

<sup>1</sup>SMA Negeri 1Pedamaran

<sup>2</sup>Universitas PGRI Palembang

\*Corresponding author. Email: [maliasumardi934@gmail.com](mailto:maliasumardi934@gmail.com)

### Abstract

Requiring teachers to have good working performance .A teacher is a produced by a teacher in conducting its function as an education and teachers to follow in the classroom according to criteria which has been so that it may become teachers professional .Professional teachers itself is teacher are also , competent , discipline , and teachers is intended to bring about learning achievements and able to influence on the students will produce better students achievement .The hypothesis advanced by this , work is the discipline on the performance of a high school teacher in kecamatan pedamaran , is the competence of teachers on the performance of a high school teacher in kecamatan pedamaran , is the discipline of work and competence of teachers ame together on the performance of a high school teacher in kecamatan pedamaran.

**Keyword:** *work discipline , the competency and performance of teachers*

### INTRODUCTION

There are lots of ways that to increase the competency teachers .This requires cooperation of various parties such as the the lptk to developing education seminar and ppg (education the teaching profession) , training and the porch or vestibule of education agency with teachers itself to meet teacher competencies that has been set by a process of training teachers on an ongoing basis in through the activities of the gfc kecamatan and mgmp of the district [1].

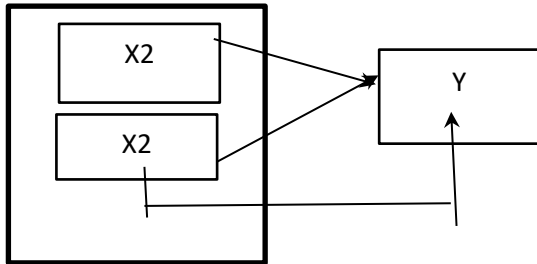
Besides having good, competence teachers also as the driving school organizations in.Because this teachers must have good. Discipline. The discipline teachers will show how much dedikasinya and hard work in developing. school institutions. As we know the, teachers do not discipline can be created from compulsion and fear [2].

Discipline is a condition that into existence and formed through the process of a series of behavior that shows the values of obedience, compliance , allegiance , regularity and order . Discipline going to get someone know and distinguish hal-hal what one should be doing , that must be done , that may be done , which is supposed to be done ( because it is hal-hal banned ) .For a discipline because it fused in her , then attitude or works that are done is no longer perceived as a burden , instead would burden him when he had done discipline . Nilai-nilai compliance has become part of behavior in his life .Discipline steady not will grow and coming from the human consciousness .On the contrary , montana is not discipline of consciousness conscience will produce discipline weak and will not last long , or discipline static , do not live [3]

Performance can implies an on work be done through a performance certain to produce outputs within the days appointed phenomenon field discipline in the teacher learning activities in schools not maximum; 1) Many students who are coming late for a class especially the first hour, 2) Many teachers who teach outside of his expertise ( mismatch ) , 3) Teachers do not learned their full, 4) High teacher workload , so that it will have an impact on the quality of the material that was delivered teachers to kids, 5) Performance of teachers who has not shown professionalism an educator competence. This can be seen from discipline teachers who often leaving hours for certain reasons, for example from task supplemental not duties or primary as a teacher.

**METHODS**

This study employed a kualitatif research methods and design shaped the study the influence of his research , that is, to know the influence of between each of the three variable that is the independent variable or free discipline work (X1 ), Teacher competencies (X2 ) and dependent variable or bound on teacher performance (Y ) .Both variables free which are (X1) and (X2 ) connected with a variable bound which are (Y) with a pattern of the relations between variables X1 with a Y , the relation between variables X2 with a y and relations together x1 and x2 with a variable y , illustrated in that figure 3.1:



**Picture 3.1 [4]**

**The subject and of lab data**

Subject to the research is 105 teachers high school in district consisting of the; 44 a high school teacher negeri1 pedamaran , teachers sekayu man 1 , 22 the union pedamaran high school , 39 teachers high school .Meranti pedamaran .Data collection in this research using a questionnaire , which contains about infrastructure (X1), working environment (X2) and performance teachers ( Y ) .

Questioner formerly used were tested and reliability validation first. From test scores validation note that r count all items < value r table , thus all about the Analysis research is valid and it is reliable. To research it uses linear regression multiple , test t and feasibility study model .

**RESULTS AND DISCUSSION**

From the results of the data available for analysis known to scatter the data in this research berdistribusi normal and be free from gejala- multikolonieritas symptoms, heterokedastisitas, autokorelasi, the experimental work on data so that the result of the hypothesis is worth .

**The influence of work discipline performance of teachers senior high school in Pedamaran District**

Obtained by the t-hitung 11,310 < t tabel 1,65978 with probabilities a significant degree of 0,000 < (0,05). ; It while the linear regression equation = he obtained 0643 + 2.325X1. From these figures means that significant work discipline on performance teacher pedamaran. in high school

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Stand Coeff	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.643	.057		6.673	.000
Disiplin	2.325	1.342	.647	11.310	.000

a. Dependent Variable: Kinerja Guru

### The competence of teachers on the performance of a high school teacher in Pedamaran

Obtained by the t-hitung 12,588 > 1,65978 with probabilities a significant degree of 0,000 < 0,05. While for the linear regression equation he obtained = 0.089 + 0.7660x<sup>2</sup>. From these figures means that work environment significant impact on the performance of a high school teacher Pedamaran District.

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Stand Coeff	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.643	.057		6.673	.000
Kompetensi	5.278	5.456	.744	8.616	.000

a. Dependent Variable: Kinerja Guru

The influence of discipline of work and teacher competencies of the performance of senior high school teachers in kecamatan pedamaran

Test results on determination ( r<sup>2</sup> ) from this research:

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.847 <sup>a</sup>	.717	.413	3.268

a. Predictors: (Constant), disiplin dan kompetensi

From the determination obtained the value r<sup>2</sup> 0836 known that discipline and competence contributor % 71,7 work on changes in on teacher performance. The f the shows f count > f; table and sig < it 0,005

### The Influence Of Discipline Work Of The Performance Of A High School Teacher In Kecamatan Pedamaran

The research results show the value of as much as 8.616 t-hitung < t 1,65978 with probabilities a significant degree of 0,000 < 0.05 .It can be concluded from testing shows ho were rejected and H1 accepted which would mean there are significant influence between work discipline performance of teachers .The result of this research in line with previous research that ever been used by Maya (2015). The influence of discipline , competence and performance se-kabupaten mtsn islamic education teachers in blitar , the research suggests that discipline significantly and positively influence the performance of teachers with 5 % .That is the discipline a teacher but the better the performance of work. From explaining, above then the researcher would assume that teachers discipline can be defined as a teacher who kept coming and going, just in time do all his work well, to comply with all regulations organization and. prevailing social norms, Discipline good reflect a sense of responsibility a person to the tasks given. Passion, this led work working spirit, and supporting the realization of the cause of education. Thus discipline is quite important in effort to increase performance and the quality of schools, in other words individuals can be destructive undisciplined organisational performance or school.

### The influence of Competence Performance Of Teachers In High School Pedamaran District

The value of statistical testing obtained t -hitung as much as 12.588 with probabilities a significant degree 0,000 < 0.05 . It can be concluded from testing shows ho were rejected and h2 accepted which would mean there are between competence significant influence performance of teachers .The result of this research also in line with the results of the study Maya (2015) , who said that unusually high competence going to get someone being bored

are even able to improve their performance it works , so that it will help the development of education , and yielding quality of learning which he .

From explaining above , so the authors assume that with sufficient performance of teachers who so the teaching and learning process can be settled in accordance with the standard established .Many of the duties of a job that can and should be settled in accordance with the target set , the frequency of the completion of a very high tasks and works , good cooperation of teachers , the emergence of these ideas and latest actions to solve the problems arising from teachers , high spirits to solve the problems arising and high spirits to perform tasks large new have a responsibility

### **The problems of employment and competence of teachers on performance in pedamaran teacher in high school**

Based on the calculation on feasibility test, model obtained the count of  $64.220 > 5,67$  table worth significantly by  $0,00 < 0,05$ . This figure shows that discipline and competence of teachers working simultaneously (simultaneously) influence the performance of a high school teacher in Pedamaran. This research in line with previous research has been [5] the influence of teacher competencies and motivation of work on the performance of senior high school teachers in muara the kecamatan , who said that to have an influence teacher competencies a significant impact on the performance of senior high school teachers in muara the district. The influence of teacher competencies , the motivation to study students , learning and facilities performance of teachers public senior high schools 1 Lasem Central Java, who said that competence significant impact on the performance of teachers [6] .

From explaining above, then the researcher assume that discipline accompanied competence will meghasilkan performance was good .Teachers who disciplines , he will greater value is placed for educators to tasks and responsibilities are , and teachers will seek to have competent to create the most of the teaching process that is oriented toward the quality of education.

### **CONCLUSION**

From the research titled the influence of discipline of work and teacher competencies performance of teachers in high school kecamatan Pedamaran , it can be concluded as follows; There an effect that welfare between work discipline performance of teachers, There an effect that welfare between work competence performance of teachers, and There an effect kompetensi significant discipline of work and they think of the dependent variable for the performance of teachers .

### **REFERENCES**

- Inayah, Ridaul. 2013. Pengaruh Kompetensi Guru, Motivasi dan Fasilitas Belajar Terhadap Kinerja Guru SMA Negeri 1 Lasem Jawa Tengah. Jurnal pendidikan insan mandiri.
- Inayah, Ridaul. 2013. Pengaruh Kompetensi Guru, Motivasi dan Fasilitas Belajar Terhadap Kinerja Guru SMA Negeri 1 Lasem Jawa Tengah. Jurnal pendidikan insan mandiri.
- Lian, Bukman, Ummami Siti, dan Missriani. 2020. Pengaruh Kepemimpinan dan Motivasi Kerja Guru Terhadap Disiplin Kerja. Jurnal Manajemen, Kepemimpinan, dan Supervisi Pendidikan Volume 6, No. 1, Januari-Juni
- Mulyasa. 2013. Standar Kompetensi dan Sertifikasi Guru. Bandung : PT Remaja Rosdakarya.
- Sugiyono. 2016. Metodologi Penelitian Kuantitatif, Kulitatif dan R&D. Bandung : Alfabeta.
- Wukir. 2013. Manajemen Sumber Daya Manusia dalam Organisasi Sekolah, Cetakan I. Yogyakarta : Multi Presindo.