

THE INFLUENCE OF THE TEACHER'S WORK ENVIRONMENT ON TEACHER PERFORMANCE AT CITRA BERKAT ELEMENTARY SCHOOL, SURABAYA

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Abstract

The purpose of the research is to address a series of “why do you want to do research and what do you want to get” questions. Research can be distinguished as follows: exploratory is research that aims to find new knowledge that has never existed. Verification is research that aims to test an existing theory. So that the discovery of a research result that can invalidate or strengthen existing knowledge or theory. Development is research that aims to develop existing research. Therefore, in this scientific paper, the author has a goal, namely: First, to find out how much influence the work environment has on teacher performance.

Keywords: *performance, teachers, influence, human resources, work environment, school.*

INTRODUCTION

In today's era of globalization, the performance of a teacher is very important in the world of education. Provision of education that has been owned by a teacher is very important for students for the community to develop properly. In this kind of competitive atmosphere, quality human resources are needed, namely human resources who are able to face competition and are skilled in various life activities. Quality human resources can be created through the work environment. The environment can have

a positive impact on a teacher to carry out his duties and responsibilities.[1] Being a teacher must be occupied to realize the expertise to the fullest. Teachers hold a very important responsibility and role in carrying out the learning process in schools. Researchers see that this also occurs among students which has an impact on teacher performance, so researchers need to conduct an assessment of teacher performance which is discussed in the background. The success and progress of the school is determined by every

teacher who is there to cooperate with each other to achieve goals. The results of the collaboration will affect the teacher's performance. So that the work achieved by each teacher is as expected and the time specified, teacher performance assessments must be carried out in every school. The work environment is very important and also needs to be considered by everyone who works because the work environment is very closely related to the results to be achieved. In general, the work environment is the physical, social, and psychological life in the company that affects employee performance and productivity.

Some experts describe the work environment as everything that is around employees and that affects them in working and carrying out their duties. The work environment is everything that is around employees that can influence them in carrying out the tasks given. The work environment can create a binding working relationship between the people in it. In this work environment the author includes several opinions which according to the author need to be taken into consideration and also attention, here are some opinions that the author means:

According to Diana Khairani, the work environment is everything around the employee that affects him in carrying out and completing the tasks assigned to him in

an area.[2] Mulyasa said "to create a conducive work environment, at least two things must be considered, namely the teacher himself and the good relationship between the teacher and his parents and the surrounding community." [3] The work environment is everything that is around the workers that can affect himself in carrying out the tasks assigned. Nitisemito.[4] Nitisemito stated that the work environment is everything that is around employees that can affect him in carrying out the tasks given.

The work environment can affect the performance of teachers in carrying out their duties. Starting from the physical environment of the teacher, namely the room where the teacher works to the non-physical environment of the teacher at work, namely the teacher's co-workers.[5]

Nitisemito Dalam Sahlan said the work environment is: everything that is around the workers that can affect him in carrying out the tasks assigned.[6] Nitisemito work environment is all things or everything that is in the worker's environment that can affect themselves in carrying out their work. A good and conducive work environment is needed by employees in order to achieve employee job satisfaction, so that the company's targets can be realized immediately.[7]

According to Diana Khairani

Sofyan, the work environment is everything around the employee that affects him in carrying out and completing the tasks assigned to him in an area. The work environment in a school is important to pay attention to in order to create a comfortable working atmosphere.[8]

According to Sedarmayanti, the work environment is the total number of tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as a group. [9] Sedarmayati said that the work environment is one of the important factors that need to be considered. An employee who works in a supportive work environment to work optimally will produce good performance, on the other hand if an employee works in an inadequate and unsupportive work environment to work optimally will make employees lazy, tired quickly so that the employee's performance will decrease. With a comfortable, safe and conducive work environment, it will create working conditions that are able to motivate employees to work and increase high morale. [10] Sedarmayati defines the work environment as the overall tools and materials encountered, the surrounding environment in which a person works, work methods, and work arrangements both as individuals and as groups.[11] According to

Sedarmayanti, the work environment is the whole of the tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as groups. A comfortable and conducive work environment will be a motivation for someone to carry out their duties well and can also trigger calm in carrying out the tasks that have been assigned to them, therefore the attention of an institution or educational institution to create a comfortable and conducive work environment is needed. [12]

RESEARCH METHOD

The research method used in this research is a quantitative research design with a survey method. It is called a survey because this study uses a direct population to be a representative sample to draw conclusions by using a questionnaire or questionnaire as a data collector. [13]

In this case the research aims to test the hypothesis which states the effect of the independent variable on the dependent variable. As for the independent variable is the work environment (hereinafter named variable X), then the dependent variable is the teacher's performance (hereinafter named variable Y).

RESULTS AND DISCUSSION

Instrument Calibration

The teacher's performance instrument at Citra Berkas Elementary School Surabaya (Y) will be tested on 30 people as test respondents. An instrument is a tool to obtain data or is like a measuring tool in engineering work, so certain conditions are needed so that the data obtained from the measurement is valid and reliable.

A valid instrument is a measuring instrument used to obtain valid data and can be used to measure what is being measured. Meanwhile, a measuring instrument is said to have high reliability if the measuring instrument is stable, reliable (dependability) and can be predicted (predictability), in the sense that the measuring instrument does not change its measurement. In addition, accuracy is also needed where if an error occurs, namely a random measurement error, it can be tolerated.

This research instrument uses content validity (content validation) and construction validity (construct validation). Content validity refers to the extent to which the instrument reflects the desired content. In this study, face validity and logical validity were used, the implementation of which was validated by the supervisor of the theory and research methodology as a rational judgment.

Validity test

The teacher's performance instrument (Y) will be tested on 30 teachers as test responders. Instrument is a tool to get data or like a measuring tool in engineering work, so certain conditions are needed so that the data obtained from the measurement is valid and reliable. A valid instrument is a measuring instrument used to obtain valid data and can be used to measure what is being measured. Meanwhile, a measuring instrument is said to have high reliability if the measuring instrument is stable, reliable (dependability) and can be predicted (predictability), in the sense that the measuring instrument does not change its measurement. In addition, the accuracy aspect is also needed where if an error occurs, namely a random measurement error, it can be tolerated.

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Test Requirements Analysis

For practical purposes, researchers use the SPSS application, where by using this application, the requirements analysis test can be carried out in several ways. The choice of using what method usually depends on the size of the population studied. There are certain recommendations for using or not using existing methods. The researcher will do a normality test, after that the researcher will do a linearity test, then test the hypothesis.

Hypothesis test

In this sub-chapter, it will be discussed as well as answering the thesis hypothesis. The research hypothesis test was carried out by simple correlation analysis (r_{xy}), determination of variance (r^2_{xy}), simple correlation significance test (t test), linear regression equation with line equation $y = a + Xn$, and regression significance test (F) through the Anova table. . The explanation is as follows: Based on the results, the r_{xy} value was found, which was 0.150 and was positive. Which means, the magnitude of the relationship between the teacher's work environment and teacher performance at Citra Berkas Elementary School is 0.022. Based on the guidelines for providing the interpretation of the correlation coefficient are as follows:

0.00-0.199 = very low

0.20-0.399 = low

0.40-0.599 = moderate

0.60-0.799 = high

0.80-0.1000 = very high ²⁴²

So the relationship between the variables X and Y is included in the category of very low relationship. The direction of the relationship between the two is positive, which shows that the higher the teacher's work environment, the higher the teacher's performance.

And vice versa. From the results of the analysis also obtained the value of r^2 (coefficient of determination) of 0.022 or 2.2%. This means that the contribution of the teacher's work environment variable in shaping the teacher's performance variable is 2.2% while the remaining 97.8% is explained by other reasons outside the research model.

Normality test

Test the normality of the distribution of the teacher's work environment variable data (X) as an independent variable and the distribution of the teacher's performance variable data distribution (Y) as the dependent variable which was calculated with the SPSS 18 Test of Normality. in the Kolmogorov-Smirnova column it can be seen that the significance value for the teacher's work environment variable (X) and the teacher's performance variable at Citra Berkas Elementary School Surabaya

(Y) are 0.200 and 0.200 respectively. Because the significance for all variables is greater than 0.05, it can be concluded that the sample data on the influence of the teacher's work environment on teacher performance at the Citra Berklat Elementary School in Surabaya is normally distributed.

Likewise, each detrended for all data distributions of Independent Variables with all Dependent Variables not depicting a certain curve. So it can be concluded that the distribution of Independent Variable and Dependent Variable data has a normal distribution. Based on the results of the study, it can be concluded that the hypothesis in this study, namely the tendency of the Influence of the Teacher's Work Environment (X) on Teacher Performance at Citra Berklat School Surabaya (Y) "tends to be low" is not proven, because the influence of the teacher's work environment on teacher performance in Citra Berklat School Surabaya by 15% in the very low category.

Hypothesis Discussion

The initial hypothesis is that there is an effect of the Teacher's Work Environment on Teacher Performance at Citra Berklat Elementary School in Surabaya, which is not proven. From the results of a simple regression statistical test between the variables of the teacher's work

environment and teacher performance at the Citra Berklat Elementary School in Surabaya, it was found that the r_{yx} value was 0.150 and had a positive value. Which means, the magnitude of the relationship between the teacher's work environment and teacher performance is 15%, so the relationship between variables X and Y is included in the category of a very low relationship. The direction of the relationship between the two is positive, which shows that the higher the teacher's work environment, the higher the teacher's performance. It's the other way around.

From the results of the analysis also obtained the value of r^2 (coefficient of determination) of 0.022 or 2.2%. This means that the contribution of the Teacher Work Environment variable in shaping the teacher's performance variable at the Citra Berklat Elementary School Surabaya is 2.2% while the remaining 97.8% is explained by other reasons outside the research model.

It was concluded that the relationship between the work environment of teachers was not significant with teacher performance at Citra Berklat Elementary School in Surabaya at < 0.05 . When viewed from the population, the t-value is 1.049 and it is significant at > 0.05 . Means, the teacher's work environment variable has no significant effect on the teacher's performance variable.

As for the linear regression line equation, $= 43,642 + 0,208 X$. This means that every improvement in the Teacher's Work Environment increases once, the teacher's performance at Citra Berkat Elementary School in Surabaya will increase by 0.208 times.

The results of data analysis prove that the initial hypothesis that the influence of the Teacher's Work Environment on Teacher Performance at Citra Berkat Elementary School Surabaya is low, but not proven.

CONCLUSION

The work environment is everything that surrounds an employee that affects him in carrying out and completing the tasks assigned to him in an area. The teacher's work environment includes a physical work environment, namely: temperature, noise, air, lighting. And the non-physical work environment, namely: the relationship between the teacher and the principal and the relationship between the teacher and other teachers.

Teacher performance is the process and work achieved by teachers in carrying out their duties which include planning, implementing and assessing learning outcomes, guiding and training students. Teacher performance includes: learning planning, implementation of learning,

evaluation of learning.

To answer the formulation of the problem, namely how much influence the method of the teacher's work environment has on teacher performance at Citra Berkat Elementary School, Surabaya. Researchers tested the instrument with validity and reliability tests, then the instrument was declared valid and reliable. Then the researchers conducted data processing by conducting a normality test and the results were that the variables X and Y variables were normally distributed. While the linear test results show that the relationship between the variables X and Y variables is not linear. Which means that the teacher's work environment has no effect on teacher performance at Citra Berkat Elementary School, Surabaya.

Then the researchers analyzed the data and the results of the data analysis obtained R of 0.150 and a positive value, then the relationship between the teacher's work environment variable and the teacher's performance variable at the Citra Berkat Elementary School Surabaya was included in the category of relationship or had a very low influence. As for how closely the influence is found, the value of R² (coefficient of determination) in this study was obtained at 0.022 or 2.2%. This means that the contribution of the Teacher Work Environment variable in shaping the

teacher's performance variable at the Citra Berkat Elementary School Surabaya is 2.2%. The remaining 97.8% is certainly explained by other reasons outside this research model. For example: school facilities, teacher professional level, teacher compensation, between teachers and students, and teacher intelligence.

So based on the results of the research above, it can be concluded that the hypothesis in this study, is that the influence of the teacher's work environment on teacher performance at the Citra Berkat Elementary School Surabaya tends to be low, which is not proven, because the results of the study are very low and can even be said to have no effect.

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