

# THE INFLUENCE OF DISCIPLINE AND WORK ENVIRONMENT ON TEACHER PRODUCTIVITY IN SMPN AT PAGUYAMAN

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## ABSTRACT

The objectives of this study were: 1) to determine the effect of discipline on the productivity of teaching staff and teaching staff at SMPNs in Paguyaman District; 2) to determine the effect of the work environment on the productivity of teaching staff and education personnel at SMPNs in Paguyaman District; 3) to determine the effect of discipline and work environment on the productivity of teachers and education personnel at SMPNs in Paguyaman District.

This research uses quantitative methods. Sources of data in this study are primary data which is carried out using questionnaires. The data analysis technique used is multiple regression analysis using the SPSS version 21 program.

The results showed that: 1) the work environment has a positive and significant effect on teacher productivity in State Junior High Schools (SMPN) throughout Paguyaman District, Boalemo Regency with a determinant value of 19.50%. The meaning of the positive coefficient shows that the work environment has a good impact in increasing teacher productivity in State Junior High Schools (SMPN) throughout Paguyaman District, Boalemo Regency; 2) work discipline has a positive and significant effect on teacher productivity in State Junior High Schools (SMPN) throughout Paguyaman District, Boalemo Regency with a determinant value of 58.10%. The meaning of the positive coefficient shows that the better the work discipline of the teacher in fulfilling the mandated duties and responsibilities, the productivity of teachers in State Junior High Schools (SMPN) throughout Paguyaman District, Boalemo Regency will be more optimal as well; 3) work environment and work discipline together have a positive and significant effect on teacher productivity in State Junior High Schools (SMPN) in Paguyaman District, Boalemo Regency with a determinant value of 77.60%. While the remaining 22.40% can be explained by other variables not examined in this study such as leadership, compensation, job placement, organizational culture, work stress, training, teacher commitment and other variables.

**Keywords:** teacher productivity, work environment, work discipline

## INTRODUCTION

The era of the industrial revolution 4.0 will have an impact on the role of education, especially the role of educators. Educators (teachers) have an important role in developing human resources through the education process [4], [5], [8]. The teach-

er is the main asset who acts as a pillar and spearhead of the implementation of the education system, because the teacher is the party who has the most direct contact with students in the learning process [6], [1], [13]. Therefore, optimal teacher

performance is an important factor in realizing quality education [11].

In this case, SMPN at Paguyaman District has a challenge whether to be able to manage existing teaching staff (teachers) in accordance with the goals of school's vision and mission and to improve the quality of existing teaching staff. It cannot be denied that SMPN at Paguyaman District in realizing quality educators must look at the human resources that each school has, whether existing human resources are able to explain organizational goals properly and on time. In carrying out organizational goals, human resources are the driving force to achieve goals.

To achieve the goals of SMPN at Paguyaman District, a good work program is needed and according to the organization's vision and mission, but also requires efficiency and effectiveness in carrying out tasks to achieve performance goals. The performance itself is influenced by several factors, namely work discipline and work environment.

Teacher work discipline is an important factor in achieving good work results. This is supported by the statement [2], namely "work discipline can be interpreted as implementing management to reinforce organizational guidelines", from this definition implies that work discipline can affect employee performance

Based on the results of observers related to the work discipline of teachers in SMPN at Paguyaman District, it still isn't optimal, seen from there are still some teachers who have not applied discipline in work, this can be seen from the presence of teachers who have not arrived on time so that the teaching and learning activities are carried out more than the time already determined.

Discipline is related to rules or regulations so that a disciplined teacher can be interpreted as a teacher who obeys all the rules set by the organization and prevailing social norms. Good discipline reflects

a person's sense of responsibility for the tasks assigned to him. With discipline, it can encourage work passion, morale and support the realization of planned goals. High discipline will be able to build professional performance, because a good understanding of the discipline of the teacher is able to observe the rules and strategic steps in carrying out the process of teaching and learning activities [12].

Another factor that affects performance is the work environment. Teachers will be able to carry out their activities properly to achieve optimal results if supported by a good work environment. A healthy, clean, comfortable and pleasant work environment can increase enthusiasm for work so that it has an impact on teacher performance. Teachers who work in good working conditions will create high productivity.

The environment has a high influence on a person's behavior. As an illustration, it shows that a good environment will also have a good impact on individuals. Judging from the problems of the work environment that can affect performance, it is necessary to encourage someone to work to meet the needs that must be met. Different levels of need for each teacher can lead to differences in work discipline in achievement which have an impact on performance.

Discipline and work environment are the main factors that affect the productivity of teachers and education personnel. So it is necessary to have a disciplinary process, namely to create a situation in an orderly, efficient, and efficient work environment through an appropriate regulatory system. Work discipline must be able to be instilled by all stakeholders in the education environment, both educators and educational staff. The implementation of discipline in the school environment must be based on the awareness of each person according to their duties and functions.

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As the existing conditions based on the results of observations made by researchers in the field, it turns out that the work environment has not fully supported the comfort of education and education personnel. The visible problems related to the work environment are: 1) the lack of facilities and infrastructure that support the activities of teachers and education personnel working in the school environment; 2) the cleanliness of the school environment which is still less marked by clean toilets and lots of garbage in the school environment; 3) there are still teaching staff and education personnel who have a less harmonious relationship in the school environment; 4) there are indications that the principal has not been able to create a work climate that is suitable and comfortable for teaching staff and education personnel.

The conditions of work productivity for educators and education personnel in education units, especially junior high schools (SMP) if adjusted to government regulation Number 74 of 2008 concerning teachers and supervisors, article 52 have significant differences. The problems that can be seen from the results of observations of researchers related to the work productivity of the teaching staff and education personnel in SMP at Paguyaman District include: 1) teachers during supervision, it turns out that there are still many who cannot plan learning well; 2) teachers implement learning with the same method in almost all basic competencies so that it tends to be boring; 3) there is no teacher creativity in managing learning in the classroom; 4) the enthusiasm of the teaching staff in carrying out their duties is still lacking; 5) the lack of involvement of teachers and education staff in conducting and participating in workshops, training, discussions, seminars in career advancement. The limited ability of teachers as education personnel allows the quality or low quality of education. Conditions like

this can indicate that the productivity of educators or teachers in education units need improvements.

### RESEARCH METHODS

The approach used in this research is a quantitative approach through correlation research or looking for the influence between the independent variable and the dependent variable.

The quantitative approach is a method for studying the object of research by trying to explain the relationship between research variables using statistical calculations and descriptive statistics.

Furthermore, the techniques and sources of data collection are observation, questionnaires and questionnaires

### DISCUSSION

#### Effect of work environment

The work environment is a place where employees carry out activities every day. A conducive work environment provides a sense of security and allows employees to work optimally. Work environment can affect employee emotional. If an employee enjoys the work environment where he works, then the employee will feel at home in his workplace, carrying out his activities so that work time is used effectively.

The results of descriptive testing show that the work environment variable lies in the criteria that are "quite conducive" with a score of 74.73%. This shows that State Junior High Schools (SMPN) throughout Paguyaman District, Boalemo Regency through all school members, especially school leaders with education stakeholders, must be able to create a more conducive work environment, where this conducive work environment will have implications for increasing good progress in work processes both in school administration governance and in technical activities such as learning activities by teachers.

A conducive work environment provides a sense of security and allows employees to work optimally. If an employee enjoys the work environment where he/she works, then the employee will feel at home in his work place, carrying out his activities so that work time is used effectively. On the other hand, an inadequate work environment can reduce employee performance.

The result of testing the second hypothesis ( $H_1$ ) is accepted because the t-value for work environment variable is 2.932 greater than the t-table value of 1.991. So that the work environment has a positive and significant effect on teacher productivity in State Junior High Schools (SMPN) in Paguyaman District, Boalemo Regency with a determinant value of 19.50%. The meaning of the positive coefficient shows that the work environment has a good impact in increasing teacher productivity in State Junior High Schools (SMPN) throughout Paguyaman District, Boalemo.

These significant results indicate that the role of the work environment is very urgent in improving teacher work performance to be productive. This result is in accordance with the relevant previous research from Firmansyah (2014) that the work environment variable has a significant effect on the performance of the employees of certain non-vertical work units national road region I, South Kalimantan Province. The organization as the parent work demands that every employee always work productively. One of the ways to keep employees working productively is by providing a comfortable and conducive work environment. A comfortable and conducive work environment cannot be separated from the factors of room coloring, office cleanliness, air exchange, lighting, security and noise in the work area so that it should be considered, prepared and planned carefully because these things greatly affect the physical and psychological conditions of employees.

### **The Effect of Work Discipline**

Discipline is a mental attitude that is reflected in the actions or behavior of individuals, groups or communities in the form of obedience to actions or provisions set by the government or ethics, norms and rules that apply in society for certain purposes.

The results of the descriptive analysis found that the work discipline variable lies in the criteria that are "sufficiently disciplined" with a score of 74.91%. This shows that teachers in State Junior High Schools (SMPN) throughout Paguyaman District, Boalemo Regency have the ability to be able to carry out rules according to their duties and functions as education where teachers are able to fulfill aspects of discipline in time and discipline of action. The discipline shown by the teacher in terms of time, namely the teacher is always present on time and provides an example of how the timeliness is then from the aspect of action discipline, namely the teacher's actions are always not in conflict with school rules and social and religious norms.

The inculcation of disciplinary values can develop if it is supported by a conducive environmental situation, namely a situation marked by consistent treatment from teachers and leaders. Through self-discipline a teacher does not only respect himself but also respect others.

The results of testing the second hypothesis ( $H_2$ ) are accepted because the t-value for the work discipline variable obtained is 7.791, greater than the t-table value of 1.991. So that work discipline has a positive and significant effect on teacher productivity in State Junior High Schools (SMPN) in Paguyaman District, Boalemo with a determinant value of 58.10%. The meaning of the positive coefficient shows that the better the work discipline of the teacher in fulfilling the mandated duties and responsibilities, the productivity of teachers in the State Junior High Schools

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(SMPN) throughout Paguyaman District, Boalemo Regency will be more optimal as well. So that there needs to be firmness from related parties so that teachers can be more disciplined both in terms of time discipline and discipline of actions. Steps that need to be taken are giving rewards and punishments to teachers so that it will encourage the creation of a disciplined attitude in order to increase productive work results.

### **Effect of work environment and work discipline on productivity**

Work productivity shows the level of employee ability to achieve output, especially in terms of quantity. Therefore, the level of productivity of each employee can be different, high or low, depending on the level of persistence in carrying out their duties as an employee in a company. In simple terms it can be interpreted that productivity is the ratio between the results obtained and the sacrifices that have been given. The sacrifice was not only for labor but also for other production factors, including capital and expertise.

Low productivity will lead to inefficiency in the use of labor which is also a waste of a company. Therefore, the role of employees and leaders greatly determines the productivity of a company in achieving its goals.

The results of the descriptive analysis found that the variable teacher productivity lies in the criteria that are "quite productive" with a score of 75.42%. This shows that the State Junior High School (SMPN) teachers in Paguyaman District, Boalemo Regency have work results that are always in accordance with the expectations and targets set. Productive teachers will always carry out their mandated duties and responsibilities properly and even have the initiative to continue to maintain their work so as not to experience a decrease in quality, quantity or timeliness and applicable regulations. Teachers who are always productive will be able to have a

good impact on students as a goal of schools in Paguyaman District, Boalemo.

Employee productivity is also inseparable from the actions or behavior of employees to comply with the applicable regulations in the company. Employees work best when they understand the duties and responsibilities of employees, this means that they must comply with what is determined by the company, in this case there is a need for discipline. Discipline in this sense is defined as the psychological attitude of a person who is always in contact to follow or comply with all the rules that have been set. With work discipline, employees can respect time, effort and cost so that the work done is maximized

The results of testing the third hypothesis (H<sub>3</sub>) indicate that the work environment and work discipline together have a positive and significant effect on teacher productivity in State Junior High Schools (SMPN) in Paguyaman District, Boalemo with a determinant value of 77.60%. While the remaining 22.40% can be explained by other variables not examined in this study such as leadership, compensation, job placement, organizational culture, work stress, training, teacher commitment and other variables.

These results are in line with the statement from some researchers that good productivity an employee can arise from various factors, namely in environmental and disciplinary aspects, where employee productivity is the ability of a set of economic resources to produce something or a comparison between sacrifices. Input with income (Output). The smaller the sacrifice needed to achieve a certain income is said to be less productive. Researchers further revealed that productivity can be manifested as the employee's performance in his work environment. So it can be said as a mental attitude that always has the view that the quality of life today must be better than yesterday and tomorrow must be better than today.

## CONCLUSION

1. Work discipline has a positive and significant effect on teacher productivity in State Junior High Schools (SMPN) throughout Paguyaman District, Boalemo Regency with a determinant value of 58.10%. The meaning of the positive coefficient shows that the better the work discipline of the teacher in fulfilling the mandated duties and responsibilities, the productivity of teachers in State Junior High Schools (SMPN) throughout Paguyaman District, Boalemo Regency will be more optimal as well.
2. The work environment has a positive and significant effect on teacher productivity in State Junior High Schools (SMP) in Paguyaman District, Boalemo Regency with a determinant value of 19.50%. The meaning of the positive coefficient shows that the work environment has a good impact in increasing teacher productivity in State Junior High Schools (SMPN) throughout Paguyaman District, Boalemo Regency. For example, on the occasion of giving remarks during ceremonies, at formal meetings.
3. Work environment and work discipline together have a positive and significant effect on teacher productivity in State Junior High Schools (SMPN) in Paguyaman District, Boalemo Regency with a determinant value of 77.60%. While the remaining 22.40% can be explained by other variables not examined in this study such as leadership, compensation, job placement, organizational culture, work stress, training, teacher commitment and other variables.

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