

The Effect of Work Ethics on the Teacher's Performance of State Madrasah Ibtidaiyah in Medan City

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ABSTRACT

This study aims to determine the effect of work ethic on teacher performance. This type of research uses quantitative research with a path analysis approach with a population of 281 State MI teachers in Medan City. Sampling was carried out by Proportional Random Sampling with a total sample of 164 and data collection was carried out using a questionnaire. The questionnaire used was first tested to obtain a valid and reliable instrument. Prior to testing the instrument, a requirements analysis test was carried out as a path analysis requirement, namely the normality test and linearity test. The results of the research findings are that there is a positive direct effect between work ethic on teacher performance.

KEYWORDS

work ethic; teacher performance; teacher

INTRODUCTION

Teacher activity is an important part of education, even a determining factor in the level of quality of education. Teaching is carried out by the teacher in fulfilling his duties as an educator. The quality of teacher performance determines the quality of educational outcomes, because in many cases the teacher is the person who interacts directly with students during the learning process. It aims to face the era of globalization, Indonesian society is required to have a young generation that is qualified, intelligent and able to face future challenges. Therefore teachers themselves are required to have high performance so that with high performance they are able to improve the quality of the resources owned by the Indonesian nation.

According to Colquitt et al. (2013), Performance is formally defined as the value of a set of employee behaviors that contribute, both positively and negatively, to the achievement of organizational goals. According to Bennett et al. (2014), Performance is defined as behavior that is relevant to organizational goals and which can be measured in relation to individual contributions to organizational effectiveness. According to Bernardin & Russell (2010: 324), Performance is defined as a record of the results achieved in a particular job or activity during a specified period of time. From the explanation above, it is explained that performance is an achievement achieved by an action or work result of employee work behavior that is expected to be able to show something satisfying and provide maximum contribution to the achievement of organizational goals.

As an employee, the teacher must have skills which include mastery of knowledge, management of teaching and education in a professional manner, mastery of self-adaptation methods, and personality to be able to carry out his duties, in addition, the teacher must be a growing and enthusiastic person. This is in accordance with Law no. 20 of 2003 concerning the National Education System. Meanwhile, the obligations of teachers in Indonesia according to Law Number 20 of 2003 concerning the National Education

System, Chapter XI, Article 39 Paragraph (2) are planning and implementing the learning process, evaluating learning outcomes, implementing advice and training.

However, this hope has not been fully realized by teachers in Indonesia. This is reinforced by the results of a UNESCO survey on the quality of teacher performance in Indonesia, which ranks 14th out of 14 developing countries. This shows that the qualifications and performance of Indonesian teachers are still far from the expectations of teachers being able to produce quality students (Bappenas, 2017). The influence of Indonesian teachers' poor teaching performance on the productivity or quality of graduates is very important. World Bank researcher Rythia Afkar considers that the quality of teachers in Indonesia is low based on the results of a survey he conducted in 2020. This was conveyed by Rythia in a World Bank survey release regarding learning loss due to the Covid-19 pandemic in Indonesia for 1.5 years final. He mentioned the low quality of Indonesian teachers starting from competence and teaching abilities (CNN Indonesia 2021).

According to Darodjat (2015) work ethic is a set of positive behaviors and other design concepts that include motivation that guides them, quality main, core values, core ideas, ethical features, moral code, code of ethics, attitudes, aspirations, beliefs, principles and staidair. Their work ethic and productivity are still low which is reflected in their low discipline, morale and productivity. Of course, this result does not support efforts to develop the economy and human resources. Kairenai's work ethic is aidailaih maisailaih which is complex and includes many aspects of the economy, social and culture.

A person's work ethic is formed by his ideas, the motivation that arises from the attitude of the employee to work. A dynamic work ethic is always influenced by various factors, both external and internal, according to human nature as a social being. Based on these different definitions, a good work ethic is both etymologically and practically identifiable as a set of attitudes or beliefs that a group of people evaluate other workers as a positive fit for increasing the quality of life with fluidity that influences work behavior.

Success in other fields of life is determined by one's behavior, especially work ethic. According to Darodjat (2015) work ethic has three functions, namely as a stimulus for the emergence of activity, as an incentive for activity, and as an activator for activity. This work ethic does not belong to the individual but also to the good group of maisyairaikait. This attitude can be influenced by various good aspects, both from various other habits, cultural influences, and the value system that they believe in. Work ethic has a significant influence on teacher performance. Work ethic is a basic attitude towards oneself that forms positive work behavior that is rooted in mental awareness, fundamental beliefs, accompanied by a total commitment to an integral work paradigm. If it is related to the situation of human life that is currently developing, then a high work ethic will be used as an absolute requirement, which is grown in life. Because it will open people's views and attitudes to value hard and earnest work highly, so that it can erode careless work attitudes.

In fact, based on the results of initial observations made by researchers to the Medan MIN Superintendent at the Medan City Ministry of Religion Office, it was found that the teacher's performance at the Medan public Islamic elementary school was still low. This is evidenced by several problems found, including: (a) there are still teachers who do not have positive emotions (feeling happy and excited when teaching. Positive emotions when teaching are related to subjective well-being); (b) there are still teachers who have not been able to plan and prepare for teaching; (c) there are still teachers who do not use a variety of learning methods; (d) there are still teachers who have not mastered the material to be taught to students; (e) there are still teachers who are unable to manage classes; (f) there are still teachers who are still not fully able to provide an objective assessment of students;

(g) there are still teachers who only use sober learning resources; (h) there are still teachers who rarely treat students with scores below the KKM; (i) there are still teachers who have not been able to develop teaching tools to support the teaching and learning process; (j) there are still teachers who rarely report evaluation results to the school principal. Therefore it is necessary to have teacher action which must be encouraged and developed among teachers, supported by all parties in the school. Because the teacher's performance is currently still at a normative and flowing level, without any significant increase in performance and a lack of awareness to develop skills in a way that supports performance.

Sari (2019) stated the results of his research that the results showed that: (1) Madrasah Ibtidaiyah Insanul Fitroh Palembang has a moderate work ethic because the work ethic is in accordance with predetermined indicators and criteria (2) teachers at Madrasah Ibtidaiyah Insanul Fitroh Palembang has moderate performance because the performance is in accordance with predetermined indicators and criteria (3) work ethic has an influence on teacher performance at Madrasah Ibtidaiyah Insanul Fitroh Palembang. the conclusion is that H_0 is rejected, meaning that there is an influence between work ethic and teacher performance at Madrasah Ibtidaiyah Insanul Fitroh Palembang.

RESEARCH METHODS

This research uses a qualitative research method with a research design of the ex post facto type, that is, it doesn't have to be a tool based on a tool's control and manipulation, the researcher pays a variable that can be researched, but it's a fabric that is based on a fabric based on the measurement of the symptoms that have been owned by the aim of testing the aipai if it happens. The approach used in this research is the approach to anailisi jailur (paith ainailysis). Chemical analysis is used to analyze the pattern of interrelationships between variables with the aim of knowing other direct effects of a set of causative (exogenous) variables on a set of (endogenous) aquitable variables.

According to Sugiyono (2016) "Aid-independent variable is a variable that influences or becomes the cause of its change or causes the dependent (related) variable to arise." This variable is often referred to as a stimulus, predictor, or intelligent variable. Dailaim Baihaisai Indonesia is often called an independent variable. The data of this research consists of one independent variable (exogenous) and one related variable (endogenous).

RESULTS AND DISCUSSION

Research and information collecting

Based on the results of testing the hypothesis, it was obtained that the significant coefficient of chain linkage of work ethic with teacher performance was ρ_{42} of 0.278 and based on the results of calculations obtained another direct effect of work ethic on work satisfaction of 0.0773. The results of this study indicate that increasing teacher performance and increasing teacher effectiveness are related to the success of efforts and the learning process in schools.

According to Sinamo (2011) the factors that directly affect work ethic are grouped into 2 groups of fabrics, namely internal factors (from within the self) and external factors (from outside) namely if the fabric is printed in pairs of fabrics as follows:

1. Internal factor.

This means the influence of motivation that influences a person's work ethic that arises from internal factors (internal factors). The work ethic is based on the desire and attitude based on the values believed by the individual, education, skills, educational quality, skills, and individual skills will determine a person's work ethic.

2. External factor.

The factor from Luar that influences the work ethic of Diaintairnyai Aidailaih Buaiyai, that since the first Aidai has been talked about, Maisyairaikait, Yaing Aikain can potentially influence the work ethic that aikain brings out someone. Budaiyai which means aidailaih discipline attitude and spiritual mental attitude maisyairaikait which is believed in. People with pindain want to think Maiju have a work ethic that is strong. Paidai saiait who is opposed to individuals or groups who have a conservative system (thoughts that are placed do not move forward) if they have a low work ethic. The work environment can influence an individual's work ethic to improve performance because the work environment is supported by work areas, salary/benefits, and work interactions (work relations). The relationship between personal caretakers in a bankrupt organization improves better performance when a bankrupt individual can manage the pressure of work that is a consequence of the relationship between the work of a personal manager in an organization.

The findings of this research are in line with the results of findings of research that is carried out by Sinamo (2011) that "Performances that are competitive are vital in creating performance achievements of a company that is self-serving. Baigaiimainai he has a passion and a high work ethic so that he can make a positive impact on the environment". In addition, Bakir (2020) found that work ethic has a positive and significant effect on teacher performance with a T-value of 2.26 or 0.46. Tatang (2020: 17), that the work ethic has a positive and significant effect on the performance of teachers at SMK Kecaimaitain Maijai. The results of the research findings also support the research of Saputra et al. (2019), the results of this research show that there is a significant influence on the variable performance of Selait Painjaing State Middle School teachers, and there is a significant variable influence on teacher motivation on the performance of State Junior High School teachers. Painjaing Strait. In addition, the variables of work ethic and teacher motivation had a significant effect on the performance of secondary school teachers in Negeri Selait Painjaing. Based on the findings from the research, it is known that the work ethic has an impact on teacher performance at MIN Kotai Medain. Paidai daisairnyai when someone has a work ethic aitaui semaingait high work then maikai aikain generates paid for performance or work efficiency that is good.

CONCLUSION

Based on the evidence supporting the hypothesis put forward by this research, findings and design improvements from the results of previous studies, it can be concluded that work ethic has a positive effect on the performance of State MI teachers in Kotai Medain. The work ethic is an attitude towards other workers, so a good work ethic can also result in good performance, of course, if it has a significant effect on the school or the institution where it works. Teachers who have a work ethic and other employees are able to increase their organizational commitment.

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