

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

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## 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.

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