



The Influence of the work environment and compensation on teacher performance at catholic High School St. Thomas Aquino Manado

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Abstract

The research aims to analyze and describe the influence of the work environment and compensation on teacher performance at Catholic High School St. Thomas Aquino Manado. This research uses quantitative research with an associative level of explanation. The sample in this study is in accordance with the population, namely all teachers at Catholic High School St. Thomas Aquino Manado, totaling 32 people. The data analysis techniques used are correlation analysis and multiple linear regression. The results of the analysis that have been carried out show that the work environment (X1) and compensation (X2) simultaneously influence teacher performance (Y). The correlation coefficient (R) value is 0.942, indicating that the relationship between variables X1 and X2 and variable Y has a very strong relationship. The large contribution of work environment variables and compensation to teacher performance can be seen from the coefficient of determination (R²) of 0.888. Thus, the contribution of work environment variables and compensation to teacher performance is 0.888 or 88.8%.

Keywords: Work environment, compensation, teacher performance

Introduction

Education is a conscious effort that is deliberately designed to achieve predetermined goals and contains personality development. Education aims to improve the quality of human resources, namely creating better people from time to time with their respective abilities which also develop as long as they learn about certain things. One effort to improve the quality of education is through the learning process. Education can be carried out formally or non-formally. Formal education is education that allows all existing educational components to be recorded and integrated by the government. Formal education is also said to be a tiered and structured educational path, starting from elementary school, middle school/MTs, high school/vocational school/MA and tertiary level. Meanwhile, non-formal education is an educational program specifically designed to increase human knowledge. Generally, non-formal education is used as a support/complement to formal education. Public schools offer free schools with complete school facilities, so private schools must be able to provide more services. Every teaching staff must be able to see the hidden interests and abilities of their students, they must be able to see with their hearts what the future will be for each of their students and encourage what their students will do to achieve their future.

The role of the teacher as an element in the teaching and learning process is very important, both as a teacher who transfers knowledge and also as a guide who encourages potential, develops and mobilizes students in learning. The teacher as a teacher or educator is something that needs to be considered in order to be able to deliver teaching well in the delivery of the learning process in class and be satisfied with the results achieved by students. Teachers are a very important front guard in the entire education system who should receive special attention. Without the support of competent and qualified teachers, improvements to improve

the quality of education will not make a significant contribution. Improving the quality of education must start from the teachers themselves. So the better a teacher's performance, the better the learning process will be. A teacher must pay attention to their performance. Many teachers just work, carrying out daily duties and obligations. Of course, to improve teacher performance, there are several things that the school must pay attention to. The state of the work environment has an influence on teacher performance in carrying out daily duties and obligations. The work environment can affect a person's mental and physical performance at work. When we find that the existing work environment is supportive for us to work, then of course our performance can increase, and vice versa, if the work environment does not support us to work, then the resulting performance may not be optimal and our performance may even decrease. Human life cannot be separated from various environmental conditions, and there is a close relationship between humans and the environment.

Compensation is also one of the things that can improve teacher performance. Providing compensation is one way to improve performance. Giving awards to teachers can also improve teacher welfare and influence teacher performance. Teachers are also expected to do their best work for the schools where they work. Rewards must be proportional to what is given by educators, because schools must be able to treat all teaching staff fairly, so that teachers can provide good work to the school. Teacher performance is the result of the work that all teachers want to achieve in carrying out their duties and responsibilities as teaching staff, so teachers must always provide the best performance in educating and guiding students during the learning process. By always providing the best performance by teachers, the level of human resources produced by teachers will be even better. Based on initial observations made by the author at St. Thomas Aquino Manado is a limited work/room

environment that even seems small for teachers, the condition of the rooms is damaged, there are several rooms that do not have Air Conditioning (AC) with temperatures that are quite hot for Manado City. There are even some teachers who don't have tables and chairs to sit at, so many prefer to be outside the teacher's room. From the initial observations made, researchers also received information that teachers only received employment social security and did not receive social security in the health sector from the school. Several types of compensation have also been provided but there is still a lack of performance provided, this is indicated by a lack of discipline in the teaching and learning process. This research aims to analyze and describe the influence of the work environment and compensation on teacher performance at Catholic High School St. Thomas Aquino Manado.

Method

This research uses quantitative research with an associative level of explanation. The population in this study were all teachers at Catholic High School St. Thomas Aquino Manado, totaling 32 teachers. The instruments used in this research include two research variables, namely: (1) Instruments for the Work Environment variable; (2) instrument for the Compensation variable. The research instrument prepared for each variable from the measurement scale is the Likert scale. Validity testing is carried out to determine the validity of the instrument (questionnaire) prepared to collect or record data. Test the validity of the instrument using product moment correlation analysis from Pearson by calculating the correlation between the item score (each item) and the total score. consistent. To test internal consistency, the Cronbach's alpha coefficient is used, which has a range from 0 to 1. The higher the alpha value, the higher the reliability of the measuring instrument. The data collected in this research is subject data only. Subject data is in the form of written perceptions or opinions of respondents on questionnaires given to teachers as well as teacher identity data. Data collection was carried out by distributing questionnaires to respondents who had been determined to be samples in this study, namely variables X1 (Work Environment) and X2 (Compensation) and Y (Teacher Performance). In regression analysis, a regression equation is developed, namely a formula that finds the value of the dependent variable from the known value of the independent variable. Multiple regression is used if there is one dependent variable and two or more independent variables. Correlation coefficient (R) to find out how much the independent variable contributes to the dependent variable in the research model. The coefficient of determination (R^2) value is between 0 and 1. A small R^2 value means that the ability of the independent variable to explain variations in the dependent variable is very limited. Hypothesis testing aims to determine whether there is a significant influence between the independent variables (Work Environment and Compensation) on the dependent variable partially or simultaneously. The t test is used to partially test the influence of the independent variable on the dependent variable. This test was carried out using the t test at a confidence level of 95%. The F test is used to show whether there is an influence of the independent variables (Work Environment and Compensation) together (simultaneously) on Teacher Performance (Y).

Results and Discussion

A. Results

Validity testing is carried out to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions or statements in the questionnaire are able to reveal something that will be measured, according to Ghazali (2016: 52). In order to test validity, a bivariate correlation can be used between each indicator score and the total construct score, whose significance value is smaller than 5% (level of significance) indicating that the statements are valid as forming indicators. The validity test is obtained by testing each statement on the questionnaire with an r_{table} correlation value of 0.296. If the instrument value is below 0.296 then the statement is invalid and if the value is above 0.296 then the statement is valid.

The results show that all the question items in the Work Environment variable are declared valid because from the test results above it can be seen that the value for each question item exceeds the r_{table} , namely 0.296 and the significant value obtained is no more than α , namely 0.05. So it can be concluded that the questions from this variable have met the criteria, namely that all indicators of the Work Environment (X1) on Teacher Performance (Y) are said to be valid because they have a correlation value above the r_{table} , namely 0.296. All 46 question items in the Compensation variable are declared valid because from the test results above it can be seen that the value for each question item exceeds the r_{table} , namely 0.296 and the significant value obtained is no more than α , namely 0.05. So it can be concluded that the questions from this variable have met the criteria, namely that all indicators of Compensation (X2) on Teacher Performance (Y) are said to be valid because they have a correlation value above the r_{table} , namely 0.296. So all the questions in the Employee Performance variable are declared valid because from the test results above it can be seen that the value for each question item exceeds the r_{table} , namely 0.296 and the significant value obtained is no more than α , namely 0.05. So it can be concluded that the questions from this variable have met the criteria, namely that all Teacher Performance indicators are said to be valid because they have a correlation value above the r_{table} , namely 0.296.

Reliability testing is to test the consistency of the questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if a person's answers to questions are consistent or stable over time (Ghozali, 2006). Reliability testing using Cronbach's Alpha. A Cronbach's Alpha coefficient of more than 0.60 means that the research instrument is said to be reliable. Conversely, if the Cronbach's Alpha value is <0.6 then the research instrument is not reliable. All Cronbach's alpha coefficient values of the free/independent variables (X) and dependent/dependent variables (Y) in this study, namely: Work Environment (X1), Compensation (X2) and Teacher Performance have Cronbach's alpha coefficient values greater than 0.6. So from the calculation results it can be concluded that the Work Environment, Compensation and Teacher Performance have reliable results. This is shown by the Cronbach's Alpha value which is greater than 0.60, meaning the research instrument is said to be reliable.

The normality assumption test is to test whether in the regression model, variables X1 and X2 and dependent Y have a normal distribution or not. A good regression model

is if the data distribution is normal or close to normal, if the data is spread around the diagonal line and follows the direction of the diagonal line, then it meets the normality assumption. The influence model of X1 (Work Environment) and X2 (Compensation) on Y (Teacher Performance) in the normality assumption test has been fulfilled. The purpose of testing the multicollinearity assumption is to test whether the regression model has a correlation between the independent variables, namely X1 and X2. A good regression model should be free from multicollinearity problems and there is no correlation between independent variables. Based on the results of the analysis, if the independent variables have a tolerance value of more than 0.10 and have a variance inflation factor (VIF) value of less than 10 then the regression model is free from multicollinearity problems. The results show that there are no symptoms of multicollinearity because the VIF X1 (Work Environment) and X2 (Compensation) values are around < 10 , and have a tolerance value of more than 0.100. This means that there is no relationship between the independent variables, thus, the multicollinearity assumption is met (free from multicollinearity).

Multiple linear regression analysis determines the influence between two or more independent variables and one dependent variable which is displayed in the form of a regression equation. The results of the regression test show whether the influence of the independent variable on the dependent variable is significant or not and how much the independent variable influences the dependent variable, either partially or simultaneously. Based on the results of Correlation analysis (R), it is 0.942. This shows that the relationship between X1 and X2 and Y is quite strong. To find out the magnitude of the contribution of variables X1 and X2 to Y, you can see the coefficient of determination (R^2) in the table above. The R^2 value in this study is 0.888, which means that the contribution of the Work Environment and Compensation variables to Teacher Performance is 0.888 or 88.8%, while the remaining 11.2% is influenced by other variables not examined in this research.

The partial test is used to test the influence of each independent variable, namely X1 and the influence of individual independent variables. The Work Environment variable (X1) alone or partially does not have a significant effect on Teacher Performance (Y). This can be seen from the probability that the Work Environment (X1) has a probability value greater than 0.05, namely $= 0.616$ and the t_{count} value is smaller than t_{table} , namely $0.507 < 1.697$. So it can be concluded that $H_{a1} = H_a$ is rejected and H_0 is accepted. The Compensation Variable (X2) is known to partially have a positive and significant effect on Teacher Performance (Y). This can be seen from the probability level of less than 0.05, namely 0.0001 and the t_{count} value is more than t_{table} , namely $5.987 > 1.697$. So it is concluded that $H_{a2} = H_a$ is accepted and H_0 is rejected.

Simultaneous hypothesis testing is carried out to find out the model of the influence of X1 and The test was carried out by comparing the significant level numbers from the calculation results with a significant level of 0.05 (5%). The F test results show an F_{count} value of 115.220 with a significance of 0.0001. The significance value is less than 0.05 and the F_{count} value is more than F_{table} 4.17. This shows that the independent variable simultaneously influences the dependent variable. So it can be concluded that H_0 is rejected and H_a is accepted, which means that the Work

Environment (X1) and Compensation (X2) simultaneously influence Teacher Performance (Y) at Mary's High School St. Thomas Aquino Manado.

B. Discussion

1. The influence of work environment variables on teacher performance

The research results show that based on partial test results, it was found that the Work Environment (X1) did not have a significant effect on Teacher Performance (Y). This can be seen from the probability of the Work Environment (X1) using the T test, which has a probability value of more than 0.05, namely $= 0.616$ and a smaller t value t_{table} , namely $0.507 < 1.697$. it is concluded that $H_{a1} = H_a$ is rejected and H_0 is accepted. This is because the work environment is not one of the determining factors that dominates teacher performance at Catholic High School St. Thomas Aquino Manado. According to Rivai in Khoiri (2013), the work environment is an element of the organization as a social system that has a strong influence in shaping individual behavior in the organization and influences organizational performance. It can be concluded that the work environment is everything that is around teachers while they are working, both directly and indirectly, both physically and non-physically, which can affect them and their work while working.

To create optimal teacher performance, it is necessary to re-evaluate regarding a pleasant working atmosphere for teachers which includes the workplace, facilities and work aids, cleanliness, lighting, calmness, including the working relationship between teachers at Mary's Catholic High School St. Thomas Aquino Manado. Relationships with co-workers that are harmonious and without any mutual intrigue between co-workers will certainly greatly support the teacher's performance at work. One of the factors that can influence teachers to feel at home and comfortable at work is to have good and harmonious relationships between colleagues. Harmonious and family relationships are one of the factors that can influence teacher performance. The availability of good work facilities will also greatly support the smooth running of work. This is one of the supporting processes at work.

2. The influence of compensation variables on teacher performance

The research results show that the Compensation variable (X2) is known to partially have a positive and significant effect on Teacher Performance (Y). This can be seen from the probability level of less than 0.05, namely 0.0001 and the t_{count} value is more than t_{table} , namely $5.987 > 1.697$. So it is concluded that $H_{a2} = H_a$ is accepted and H_0 is rejected. Compensation is a form of remuneration both financial and non-financial. Compensation is all forms of rewards, remuneration or gifts given by institutions to employees, whether in financial or non-financial form, to employees for carrying out organizational activities. Compensation is the right of the employee or teacher and vice versa is the obligation of the company or institution. Compensation is an award to employees, in this case teachers, for all the contributions they make.

By providing good compensation for teachers, teachers will work optimally and be motivated so that teacher performance will definitely increase. In general, the aim of providing compensation for teachers is to fulfill teachers'

rights. The teacher has made a contribution, thus the teacher is entitled to compensation. This will also provide a feeling of fairness, if compensation is provided openly and based on work results and there is no discrimination. Timeliness in providing compensation also motivates teachers to work more enthusiastically so that teacher productivity increases. Providing health benefits, holiday benefits, accident benefits will also provide guarantees for teachers to contribute actively and improve teacher work results.

3. The influence of the work environment and compensation on teacher performance

The research results show that the F_{count} value is 115.220 with a significance of 0.0001. The significance value is less than 0.05 and the F_{count} value is more than F_{table} 4.17. This shows that the independent variable simultaneously influences the dependent variable. So it can be concluded that H_0 is rejected and H_a is accepted, which means that the Work Environment (X1) and Compensation (X2) simultaneously influence Teacher Performance (Y). The Correlation coefficient (R) value is 0.942. This shows that the relationship between X1 and X2 towards Y has a very strong relationship. The large contribution of the Work Environment and Compensation variables together to Teacher Performance can be seen from the coefficient of determination (R^2) in this study which is 0.888 which means that the contribution of the Work Environment and Compensation variables to Teacher Performance is 0.888 or 88.8% while the remainder is 0.112 or 11.2% was influenced by other variables not examined in this study.

This shows that the Work Environment and Compensation when combined together are supporting factors to improve teacher performance, especially at Catholic High School St. Thomas Aquino Manado. Work Environment and Compensation can be provided in a balanced manner and cannot be separated because they are complementary factors. A comfortable and conducive work environment will not function well if there is no support through compensation given to teachers at St. Thomas Aquino Manado. By increasing the compensation provided, it will create a safe, comfortable and enjoyable work environment for teachers and this will have a big impact on the performance of teachers at Catholic High School St. Thomas Aquino Manado.

Conclusion

1. There is a positive and significant influence between the Work Environment and Compensation on teacher performance at Catholic High School St. Thomas Aquino Manado.
2. Partially, the Work Environment (X1) has no significant effect on Teacher Performance (Y). This can be seen from the probability of the Work Environment (X1) using the T test, which has a probability value of more than 0.05, namely = 0.616 and the t_{count} value is smaller than t_{table} , namely $0.507 < 1.697$.
3. Partially, compensation (X2) has a positive and significant effect on teacher performance (Y). This can be seen from the probability level of less than 0.05, namely 0.0001 and the t_{count} value is more than t_{table} , namely $5.987 > 1.697$.
4. Work Environment (X1) and Compensation (X2) simultaneously influence Teacher Performance (Y). The Correlation coefficient (R) value is 0.942,

indicating that the relationship between X1 and X2 and Y has a very strong relationship. The large contribution of the Work Environment and Compensation variables together to Teacher Performance can be seen from the coefficient of determination (R^2) of 0.888 which means that the contribution of the Work Environment and Compensation variables to Teacher Performance is 0.888 or 88.8%.

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