Competence and Motivation Influence on Performance of State Vocational Teachers Senduro In Lumajang

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Abstract

The purpose of the study was to Determine the competence and motivation of the performance of teachers at Senduro State Vocational School in Lumajang Regency. The population in this study were all teachers in Senduro State Vocational School. The sampling technique used in this study uses probability sampling using simple random sampling taken by 33 respondents. The analytical method used is multiple linear regression analysis. The results of the study Showed that the simultaneous lack of competence and motivation towards the performance of teachers at Senduro State Vocational School in Lumajang District. In general, competency and motivation for teachers at Senduro State Vocational School in Lumajang Regency Also are incompetent. Released for Senduro State Vocational High School to pay more attention to increasing competence towards teachers by conducting workshops or training programs regularly, and Also paying attention to how to Increase the motivation of each individual teacher. In general, competency and motivation for teachers at Senduro State Vocational School in Lumajang Regency Also are incompetent. Released for Senduro State Vocational High School to pay more attention to increasing competence towards teachers by conducting workshops or training programs regularly, and Also paying attention to how to Increase the motivation of each individual teacher. In general, competency and motivation for teachers at Senduro State Vocational School in Lumajang Regency Also are incompetent. Released for Senduro State Vocational High School to pay more attention to increasing competence towards teachers by conducting workshops or training programs regularly, and Also paying attention to how to Increase the motivation of each individual teacher.

Keywords: Competence, Motivation, Performance

INTRODUCTION

Education is a human effort to broaden his knowledge to shape values, behaviors and attitudes. For the efforts not only produce great benefits, education is also one of the basic human needs that are often perceived not meet expectations. It caused a lot of formal education graduates who have not been able to meet the criteria of the demands of jobs available, let alone create new jobs. Conditions such as these is a picture of maximal quality of education in our country.

Schools as institutions of formal education has a very important role in the printing of educational personnel. Including teacher training personnel into a public trust, especially when his education in learning more and more recognized by the public. Because the notion of teachers themselves is a professional educator with a primary task of educating, teaching, guiding, directing, train, evaluate students on an educational institution that is the school.

In practice, organizations often fail to realize the strategic plan. Though the plan was created by renowned consultants with significant financial cost, it should work but in fact far from expected. In today's global competition, are required to have a good ability to make strategic plans accordingly.
Therefore, the strategic plan is a key indicator of all existing indicators. Furthermore, to measure the extent to which the indicator is achieved by using ratings. Ratings that dimasksud namely performance assessment. Definition of performance is the result of a process that refers to and measured over a specific time period erdasarkan provision or agreement that was previously set. While understanding the other regarding performance, according to some experts, first by Armstrong and Murlis (1994) Performance management is a means to get better results than organizations, teams and individuals within the agreed framework in the planning goals, objectives and standards. The second of Strebler, Bevan and Robertson (2001) performance management is a systematic approach to improve business performance and team to achieve business goals. The third DeNisi (2000) suggests the meaning of performance management has a range of practices related organizations in improving the performance of the target person or group with the ultimate aim improve organizational performance. goals and standards. The second of Strebler, Bevan and Robertson (2001) performance management is a systematic approach to improve business performance and team to achieve business goals. The third DeNisi (2000) suggests the meaning of performance management has a range of practices related organizations in improving the performance of the target person or group with the ultimate aim improve organizational performance. goals and standards. The second of Strebler, Bevan and Robertson (2001) performance management is a systematic approach to improve business performance and team to achieve business goals. The third DeNisi (2000) suggests the meaning of performance management has a range of practices related organizations in improving the performance of the target person or group with the ultimate aim improve organizational performance.

Objectives to be achieved in this study include: (1) To determine the effect of the significant competence on teacher performance SMK Senduro in Lumajang. (2) To determine the effect of a significant motivation on teacher performance SMK Senduro in Lumajang. (3) To determine the effect of significant simultam motivation on teacher performance SMK Senduro in Lumajang

METHOD

This study is a quantitative research by looking for a causal relationship. The causal relationship is a relationship that is because akibat.Jadi here are the independent variables (affecting) and the dependent variable (that is affected). (Sugiyono, 2014: 37).

To analyze the effect of the independent variable (X), which consists of the competence and motivation of the dependent variable (Y) is the performance of teachers. So in this study, used multiple linear analysis techniques. With the technique could be tested the hypothesis that the partial effect between the independent variable (X), namely competence (X1) and motivation (X2) on the dependent variable (Y) is the performance of teachers. As well as it can be seen that both the competence and motivation variables have a significant influence simultaneously on teacher performance.

RESULTS AND DISCUSSION

Research Instruments Testing Results. Based on the results of testing the validity of the data recapitulation can know the magnitude of the correlation coefficient of whole grains statements consisting of three (3) a statement to the variable competence, five (5) a statement of motivation variable, four (4) a statement to the performance. From the calculation of the correlation coefficient, whole grains statement has \( r_{\text{arithmetic}} \) greater than \( r_{\text{minimal}}(0.3) \). Validity test results Neighborhood
Condition variables (X₁) Obtained for the count r (X₁,1) Amounted to 0.764, for (X₁,2) Amounted to 0.841, for (X₁,3) Of 0.734. Validity test results motivation variable (X₂) Obtained for the count r (X₂,1) Amounted to 0.719, (X₂,2) Amounted to 0.761, (X₂,3) Amounted to 0.632, (X₂,4) Amounted to 0.817, and for (X₂,5) Of 0.776. Validity test results performance variable (Y) is obtained r count for the first statement (Y₁) Amounted to 0.793, for the second statement (Y₂) Amounted to 0.799, (Y₃) Amounted to 0.865, and for the fourth statement (Y₄) Of 0.739, all of which have a significance level of 0.000 or below 5%.

Thus the whole point statement that declared invalid. In conclusion the whole grain statements contained in the instrument can be declared fit for use as a research instrument because it can collect data or information required.

Based on the recapitulation of the reliability test showed Cronbach's Alpha reliability coefficients for the variables of competence (X₁) Amounted to 0.671, motivation variable (X₂) Of 0.785, and the performance variable (Y) of 0.810. Of all the variables in this study had a high reliability in accordance with the opinion of Jogiyanto (2004: 120), the reliability demonstrated the reliability and accuracy of measurement.

Test Results Assumptions. Results of testing the normality of the data shows that in the normal probability plot graphs dots spread around the diagonal line and follow the direction of a diagonal spread, so did the histogram graph that gives a normal distribution pattern (no slope). The second graph shows that the regression model unfit for fulfilling normality. Based on standardized regression residuals histogram data normality is indicated by a bell-shaped image and a standard deviation of the mean right there in the middle. Based on test results showed that all variables used as predictors of the regression model showed VIF under 10, in which the competence variable (X₁) Obtained a value of 1.364 and competence variables (X₂) Obtained a value of 1.364. While the tolerance value close to 1, in which variables Neighborhood Condition (X₁) Obtained a value of 0.733 and a motivational variable (X₂) Obtained a value of 0.733. This means that the independent variables used in the study did not show any symptoms or acquitted multikolinearitas. So, all the independent variables in this study are the variables are mutually independent, so it can be continued in testing multiple linear regression. Based on test results heteroskedastisity on this research, shows there is no clear pattern of a point - the point. This shows that the regression model did not have symptoms of heteroscedasticity, which means there is no significant interference in this regression model.

Results of Multiple Linear Regression Analysis. The results of the regression analysis to formulate a multiple regression equation as follows:
\[ Y = 12.773 + 0.225X₁ + 0.043X₂ \]

Hypothesis Testing Results. The first hypothesis The results of the t test for variables X₁ competency values obtained t = 0.739 with a significance level of 0.466. By using significantly limit of 5% or obtained label 0.05 ± 2.040. This means that t (0.739) lies between ± label (2.040), which means that H₀ is accepted and Ha rejected. With a significance level of 0.466 which is above the 0.05 limit, it can be concluded that there is no influence on the performance of teachers' competence SMK Senduro in Lumajang. The second hypothesis, The results of the t test for X₂ is motivation obtained value of t = 0.225 with a significance level of 0.823. By using significantly limit of 5% or obtained label 0.05 ± 2.040. This means that t (0.225) is located between t table (2.040), which means that H₀ is accepted and Ha rejected. With a significance level of 0.823 which
is above the 0.05 limit, it can be concluded that there is no influence of motivation on teacher performance SMK Senduro in Lumajang.

F test results on the study variables obtained value of $F = 0.524$ with a significance level of 0.597. By using a significance limit of 5% or 0.05 obtained $F_{table}$ of 3.32. This means $F_{hitung} > 3.32 F_{table}$ which means $H_0$ is rejected and $H_a$ accepted. With a significance level of 0.597 which is above the 0.05 limit, it can be concluded that there is no influence dimensions consisting of significant competence and motivation simultaneously on teacher performance SMK Senduro in Lumajang.

From the results of calculations using SPSS can be seen that the coefficient of determination ($R^2$) obtained at 0.034. This means that 3.4% of teacher performance can be explained by the independent variables, competence and motivation, while the remaining 96.6% of the teacher's performance is influenced by other variables not examined in this study.

RESULT AND DISCUSSION
Generally, this study shows the results of the descriptive analysis that condition the respondents' assessment of the variables of this research in general is good. It can be shown from the high number of responses from respondents' agreement to the conditions of each study variable. From these results further showed that two independent variables, namely the competence and motivation does not have a significant effect on the performance of teachers SMK Negeri Senduro in Lumajang.

Hypothesis testing results indicate that the competence does not significantly influence the performance of teachers SMK Negeri Senduro in Lumajang. These results are not relevant to the results of research conducted by (Rivky Pomalingo, Silvya L Mandey, and Yantje Uhing: 2015) which showed that competence has a significant influence on performance. In this research, competence does not affect the performance of teachers SMK Senduro in Lumajang because teachers lack sufficient understanding of the standard indicators of competencies that must be owned by a real teacher.

Absence of influence on the performance of teachers' competence can also be seen from the indicators of competence ie knowledge that supports jobs. The number of respondents aged under 40 years is likely they lack sufficient knowledge to support the teaching and learning process that must be owned by a teacher.

Another indicator is the ability to find solutions to problems that arise. same as previous, more respondents under the age of 40 years is likely they lack sufficient knowledge to find solutions to problems that arise within the scope of learning.

For initiatives to help colleagues, many teachers are full of work and problems of its own, so it could not be established relations of mutual help colleagues to finish the job. Hypothesis testing results showed that motivation did not have a significant effect on the performance of teachers SMK Negeri Senduro in Lumajang. These results are not relevant to the results of research conducted by Nenny Anggraeni: 2011, which examines the "Influence Ability And Motivation on Employee Performance In Indonesian Arts College (STSI) in Bandung". The survey results revealed that the simultaneous and significant ability of employees and employees' motivation positive effect on the performance of employees in the institution of STSI.
In this study, motivation does not affect the performance of teachers SMK Senduro in Lumajang because teachers lack sufficient understanding of the standard indicators of motivation that must be owned by a real teacher.

Absence of influence of motivation on teacher performance can also be seen from the indicators of motivation that is highly motivated to work. The number of respondents from outside the District Senduro the distance from SMK Senduro far enough away so that their arrival in the workplace has become exhausted and diminished motivation in performing their duties, namely teaching.

Another indicator that is motivated because the leadership is very pleasant, the teacher SMK Senduro not feel motivated because of the leadership that was lacking in the motivation of each individual teacher there.

To the leadership of attention every job is done, the teacher SMK Senduro not feel cared for by the leaders, because each what is being done by teachers are rarely given the appreciation of such achievement or income support.

Another indicator that the leadership treats teachers and courteous, the teachers of SMK Negeri Senduro felt most mistreated and courteous to leaders, because every criticism that is given to the teacher of the leadership to do in front of the teachers that are supposed to be done individually in a comfortable place and with good delivery.

The latter leading indicators give full support to the teacher's personal development, teacher SMK Senduro felt most were not getting support from the leadership in developing themselves teachers, by sending bimtek each teacher on a regular basis.

Hypothesis testing results show that the dimensions of competence and motivation simultaneously does not affect the performance of teachers of SMK Negeri Senduro in Lumajang. These results are not relevant to the results of research conducted by Rivky Pomalingo, Silvya L Mandey, and Yantje Uhing: 2015, which examines the "Influence of Work Discipline, Competence and Motivation on Employee Performance On Disaster Penanggulanangan Agency Office of North Sulawesi Province". The survey results revealed that Labor discipline, competence and motivation simultaneously significant effect on Employee Performance At BPBDs Office of North Sulawesi province.

This means that both variables competence and motivation can not improve the performance of teachers. Lack of understanding and not terlaksanakannya some of the indicators of competence and motivation make no impact on teacher performance. Taken together (simultaneously) two independent variables, competence and motivation showed no effect on the performance of teachers demonstrated by the coefficient of determination of 3.4% while the remaining 96.6% is the teacher's performance is influenced by other variables not examined in the study this.

CONCLUSION
This study aims to demonstrate a significant effect of kompetensi and motivation on teacher performance SMK Senduro in Lumajang.

The first results of hypothesis testing using multiple linear regression method states that partial competence no significant effect on the performance of teachers of SMK Negeri Senduro in
Lumajang. The second hypothesis testing, motivation does not significantly influence the performance of teachers of SMK Negeri Senduro in Lumajang. And the third hypothesis test results, competence and motivation simultaneously significant effect on the performance of teachers of SMK Negeri Senduro in Lumajang.

From the results of calculations using SPSS can be seen that the coefficient of determination (R2) obtained at 0.034. This means that 3.4% of teacher performance can be explained by the independent variables, competence and motivation, while the remaining 96.6% of the teacher's performance is influenced by other variables not examined in this study.

REFERENCES


