

Analysis of the Effect of School Environment and Compensation on Performance of Vocational School Teachers

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Abstract

This study's objective was to determine and evaluate the impact of compensation and the workplace on teachers' performance in private schools, involving 70 teachers. The survey method is used in this study. A questionnaire technique was used to collect data. Path analysis was used to examine the data. The study's findings indicate that there is a direct relationship between pay and teacher performance with a Sig. 0.00 < 0.05, a direct relationship between the work environment and teacher performance with a Sig. 0.00 < 0.05, and a direct relationship between pay and the work environment. The study's conclusion is that the increase in teacher performance is determined by the compensation provided by the school and an adequate work environment.

Keywords: Compensation, Work Environment, Teacher Performance

Abstrak

Penelitian ini bertujuan untuk mengetahui dan mengevaluasi dampak kompensasi dan tempat kerja terhadap kinerja guru di sekolah swasta yang melibatkan 70 orang guru. Metode survei digunakan dalam penelitian ini. Teknik kuesioner digunakan untuk mengumpulkan data. Analisis jalur digunakan untuk memeriksa data. Temuan penelitian menunjukkan bahwa ada hubungan langsung antara gaji dan kinerja guru dengan nilai Sig. 0,00 < 0,05, hubungan langsung antara lingkungan kerja dan kinerja guru dengan nilai Sig. 0,00 < 0,05, dan hubungan langsung antara gaji dan lingkungan kerja. Kesimpulan penelitian adalah peningkatan kinerja guru ditentukan oleh kompensasi yang diberikan sekolah dan lingkungan kerja yang memadai.

Kata Kunci: Kompensasi, Lingkungan kerja, Kinerja Guru

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Received 29 March 2023, Accepted 4 April 2023, Published 4 April 2023

INTRODUCTION

Teachers are one of the main factors that drive the education process to be more advanced and of higher quality. The teacher is in charge of guiding and directing student learning methods in order to achieve maximum results. The teacher really determines student success, especially in relation to the teaching and learning process (Wibowo et al., 2022). Despite the heavy role borne by this teacher, in the end the teacher is also required to have good performance, especially in teaching. Good teacher performance will have a positive impact on students, both academic and non-academic. The quality of teachers is also reflected in their professional performance as teachers. Optimal teacher performance is very important because it will be able to improve student learning attitudes and motivation, which will ultimately improve the quality of learning. Good student learning outcomes enable educational

goals to be attained and realized since teacher performance also significantly influences the success of the student learning process (Badiro et al., 2019).

Optimal teacher performance is obtained when there are complete and sophisticated educational support facilities, so that the instructional process can go smoothly and is supposed to result in effective learning results (Nasar & Majir, 2023). The availability of honoraria or remuneration is equally vital to the supply of educational assistance facilities. One area of human resource management that has so far caused a lot of debate is compensation. It has been widely debated in several places that employee excellence is not possible if management does not provide compensation to them continuously (Enny, 2019). This implies that an effective compensation package helps improve performance within a company. This is in line with the opinion put forward by previous researcher, who says that to motivate teachers to actively carry out their duties in a professional manner, it is necessary to provide compensation or remuneration, whether in the form of money, allowances, or other facilities in accordance with the policy applicable (Sutrisno, 2019). Giving teachers a salary can also stimulate their enthusiasm for teaching so that they develop a passion for it (Erlianti & Fajrin, 2021).

Another factor that affects performance besides compensation is the work environment. This is in accordance with the opinion of previous researcher, who claims that elements including pay, salary, job dedication, work environment, organizational culture, involvement in the organization, and work discipline have an impact on employee performance (Kurnia & Fathurohman, 2014). The surroundings of employees at work can interfere with their ability to focus. An organization's work environment must be taken into account to ensure that employees can do their jobs without interruption. According to prior research, an employee's performance may be impacted by their work environment since a human being will be better able to do his tasks if supported by the right environmental conditions (Luthans, 2011). When people can perform their tasks in an atmosphere that is healthy, ideal, safe, and comfortable, it is considered to be good or acceptable (Maq & Susandi, 2023). Unfavorable environmental factors can make it more difficult and time-consuming to establish an effective work system (Maq et al., 2021). The work environment in the world of education or in the school environment is the same as the work environment discussed in the previous paragraph (Majir & Nasar, 2021). The work environment is also considered in a school because it is one of the factors that influence teacher performance there. If the work environment at school is supportive, if the work environment where the instructor teaches is unpleasant, it will enhance their performance in the classroom, and vice versa, the teacher's performance in teaching will also decrease.

METHOD

This study's methodology is quantitative and employs a survey-based technique. Then, in this study, we used path analysis. Seventy teachers from private schools made up the entire sample in this

study. In this study, a questionnaire was used as a method of gathering data. Inferential analysis, a requirements analysis test, and descriptive analysis were all used to assess the data.

RESULT AND DISCUSSION

According to the t-findings, test's which show that the t-count is higher than the t-table and the significance value is less than 0.05, pay for teachers in private schools has an impact on their performance. If the compensation received by teachers is high, then teacher performance will increase and have an impact on improving school quality, as indicated by increased school accreditation, increased competency of graduates, and graduates who are widely accepted in the industrial world and the world of work. On the contrary, if the compensation received by teachers is low, it will have an impact on decreasing the quality of education in schools. Providing proper compensation can not only affect the material conditions of employees but can also reassure employees to work more diligently and take initiative, so that the emergence of such things will improve teacher performance. On the other hand, giving inappropriate compensation will disturb work enthusiasm so that work performance will decline.

It has been widely debated in several places that employee excellence is not possible if management does not provide compensation to them continuously. This implies that an effective compensation package helps improve performance within a company. This is in line with the opinion put forward by previous researcher, who says that to motivate teachers to actively carry out their duties in a professional manner, it is necessary to provide compensation or remuneration, whether in the form of money, allowances, or other facilities in accordance with the policy. applicable. Giving teachers a salary can also stimulate their enthusiasm for teaching so that they develop a passion for it. According to previous researcher, the management way to improve work performance, motivation, and the performance of employees is through compensation. So, if it is concluded that the higher the compensation given, the more effective a teacher is in teaching.

The work environment affects the performance of teachers at private schools, according to the t-test, which shows that the t-count is more than the t-table and the significance value is less than 0.05. If the work environment is favorable, it will have a positive impact on teachers' performance, which will have an impact on raising the standard of education in schools; conversely, if the work environment is unfavorable, it will have an effect on lowering that standard. A comfortable workplace will make employees feel at ease, which will lead to higher employee performance. The emotional state of employees can also be impacted by a good work environment. This is in line with the findings of a prior study, which found that factors such as pay, remuneration, job dedication, workplace culture, involvement in the business, and work discipline have an impact on employee performance.

Employee performance may be impacted by the workplace environment since a human being can accomplish tasks effectively when supported by the right environmental conditions. When people can perform their tasks in an atmosphere that is healthy, ideal, safe, and comfortable, it is considered

to be good or acceptable. Unfavorable environmental factors can make additional effort and time necessary and hinder the development of an effective work system design. In a school, the work environment is also taken into account because it is one of the elements that affect teachers' performance. A supportive work atmosphere at school will enhance teacher effectiveness, and the opposite is also true. The quality of the teacher's instruction will also suffer if the work atmosphere is unfavorable. So, it follows that the performance of teachers will be better the better the working conditions in schools.

The t-test calculation findings lead to the conclusion that the significance value is less than 0.05 and the t-count exceeds the t-table. demonstrates how salary has an impact on the working conditions in private schools. When teachers are paid well, they will work in environments that are healthy both physically and mentally. Conversely, if the compensation is low, the work environment at school will not be conducive. Compensation is one of the most sensitive aspects of work relationships. So, the relationships between companies (schools) and employees (teachers) are already mutualistic or mutually beneficial symbiotic relationships. The work environment, particularly the non-physical work environment, such as the relationship between the teacher and the administration or the interaction between fellow instructors, can also be impacted by fair compensation. Providing the remuneration is offered fairly, there will be no gap between the teacher and the principal or fellow teachers, but if the compensation received is unfair, it will cause a gap between the teacher and the head or fellow teachers.

Companies that provide excessive compensation to employees will be able to harm the company and its employees. This excessive compensation will result in decreased company competitiveness, jealousy among employees, and discomfort within the employees themselves. The establishment of a cooperative relationship is one of the objectives of payment. A formal relationship of collaboration is created between the employer and the employee through payment. Employers are required to provide wages in line with the agreed-upon arrangement, and employees are required to perform their jobs appropriately. So, it can be concluded that the higher and fairer the compensation given, the better the working relationship between teachers and school principals and among fellow teachers.

CONCLUSION

The performance of instructors in private schools is impacted by compensation. The t-test calculation, which shows that it is bigger than the t-table and that the significance value is less than 0.05, serves as proof of this. At private schools, a teacher's performance is influenced by their workplace. This is demonstrated by the t-test calculation, which shows that the significance of the name is less than 0.05 and the t-test is greater than the t-table. The working atmosphere in private schools is impacted by compensation. The computation of the t-test, which shows that it is bigger than the t-table and that the significance value is less than 0.05, serves as proof of this.

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