

The Effect of Education and Training and the Work Environment on Teacher Performance at SMP Negeri Ogan Ilir

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ABSTRACT

The success of education was largely determined by the readiness of the teacher in preparing students through teaching and learning activities. Improving the quality of education was strongly influenced by the professional ability of teachers and the quality of their performance. This article aims to determine the effect of education and training and work environment together on the performance of SMP Negeri teachers at Indralaya District, Ogan Ilir Regency. This research used quantitative research methods. The data analysis technique used a simple linear regression formula, and multiple linear regression with the help of SPSS software. The results showed that There was the influence of education and training and work environment performance at SMP Ogan Ilir.

Keywords: Work Environment, Teacher Performance, Education and Training

1. INTRODUCTION

The superiority of a nation is not only seen from its wealth of natural resources, but quality human resources are one of the most important factors in the development of a nation to create quality human resources that the education main role sector. Education can be an important necessity in human life, especially in the era of globalization. Through the process of a good education and quality, people will gain knowledge and skills to improve their living standards. In realizing quality education, it must be supported by qualified teachers. Law of the Republic of Indonesia Number [1] concerning teachers and lecturers states that teachers are professional educators with the main task of educating, teaching, guiding, directing, training, assessing and evaluating students in early childhood education through formal education, basic education and medium.

Here the teacher is the main and most dominant factor in formal education. Teachers play the most important role in realizing the achievement of national education goals in addition to elements of students and other facilities. The success of education is largely determined by the readiness of teachers in preparing their students through teaching and learning activities. For this reason, teachers are required to be professional in carrying out their duties. The concerning

teachers and lecturers states that the standard of teacher work performance in carrying out professional duties, [1] the teacher is obliged to plan learning, carry out a quality learning process and assess and evaluate learning outcomes. The main task of the teacher which is manifested in teaching and learning activities is a form of teacher performance.

Teacher performance is a teacher success rate in carrying out educational tasks in accordance with the responsibility and authority based on the standard of work. [2] It also expressed similar by Supardi who said that the performance of teachers is a condition that shows the ability of a teacher in carrying out his duties at school and illustrates the existence of an action that is displayed by the teacher in carrying out learning activities. [3] Thus the teacher is not merely a teacher who transfers knowledge, but also as an educator who transfers values as well as a mentor who provides direction and monitors students in learning.

The success of education is largely determined by the readiness of the teacher in preparing students through teaching and learning activities. Improving the quality of education is greatly influenced by the professional ability of teachers and the quality of performance. Factors that affect the performance of teachers including educational level of teachers, teaching supervision, training

program, climate conducive, facilities and infrastructure, physical condition and mental teachers, leadership principals, welfare, ladies managerial principals and others. The same thing is also expressed by Danim [4] that the factors that affect teacher performance are: 1) The level of teacher education. 2) Supervision of teaching. 3) The upgrading program (training) that he participated in. 4) A conducive climate. 5) Good physical and mental condition. 6) Income level. 7) Principal leadership style. 8) Principal managerial abilities. From these various opinions, it can be concluded that teacher performance is greatly influenced by Chooliq noor, various factors, including the education and training program followed by teachers and a conducive work environment. [5]

Training for teachers in an organization is an important factor that can affect their performance. Education and training can help teachers be more professional and productive. Training corresponding task field will be able to develop the ability to cope with the challenges of duties as increasingly complex tasks. Training for teachers is very urgent, as stated by Sutermeister that ability is generated from knowledge and skills. Knowledge is influenced by education, experience, training, and also interests. The importance of training for teachers because they can teach new things to their students, and schools are able to face any changes with confidence. So that after going through the training process, the teacher is able to increase the effectiveness of learning, increase student achievement, and cause the teacher to have a stronger desire to accept various new innovations.

Another factor that affects teacher performance is the work environment. The work environment that occurs in schools can support the learning process, which includes the leadership of the principal, organizational climate, the existence of work spaces, air circulation, room models and so on.

The work environment is everything that is around employees that can influence them in carrying out the assigned tasks [4]. The work environment can create a binding work relationship between the people in it. The work environment in an organization has an important meaning for individuals who work in it, because the environment will affect individual satisfaction at work. [6] The work environment is divided into two, namely the physical and non-physical work environment. The physical work environment is all physical conditions that exist around the workplace which can affect employees either directly or indirectly. Sedarmayanti explained that the physical environment is all physical conditions that exist around the place. work that can affect teachers either directly or indirectly. [7] The work environment is more focused on the physical condition of the work place because in

the absence of disturbances in the work environment, the teacher will be able to work well. Non-physical work environment is all situations that occur related to the relationship between employees, both the relationship between subordinates and superiors, as well as relationships are fellow colleagues or relationships with fellow superiors. [7] This will make things better and run well.

Based on the observation that conducted by researchers at four SMP Indralaya sub-district, all schools, especially the teacher shortage. The school appoints honorarium teachers who are paid through BOS funds. In some schools, namely SMP Negeri 2, 3 and 4 Indralaya are geographically located in areas far from the city center. In addition, many teacher of his civil servants who live far from school while not. Transport to school which makes them often late for school. On the other hand, the school environment is also less favorable because of inadequate school facilities, and school security is not guaranteed.

Researchers conducted direct interviews with each principal. From the results of the interview, it turned out that the teacher's performance in carrying out their work was not optimal. This is caused by many factors that influence it, among others; 1) there are still teachers who have never attended training; They are senior teachers who are over 50 years old. 2) There are still teachers who do not meet the academic standards of education personnel; It is still found in school teachers whose education levels are D1, D2 and D3. 3) There are still teachers who teach not in accordance with their field of expertise. This is because in these schools are short-staffed, so they teach subjects that do not accord with their real background education. 4) There are still many teachers who have not used interesting and fun methods and strategies in the teaching and learning process. They still teach in the old way, namely with the dominant lecture method. 5) Many teachers have attended the training, but not all teachers are able to carry out learning according to the set standards; 6) There are still teachers who come late because the distance between school and home is too far; 7). Inadequate school facilities; 8) There are still many schools whose environment is less comfortable and safe because they are far from the city center; 9) There are still many honorarium teachers who receive below standard salaries.

Teacher performance can be seen and measured based on the specifications or competency criteria that must be possessed by every teacher. With regard to teacher performance, the form of behavior in question is the teacher's activities in the learning process. With regard to teacher performance, Law of the Republic of Indonesia Number 20 of 2003 concerning the National Education System Article 39 paragraph (2) states that educators are professional

personnel who are in charge of planning and implementing the learning process, assessing learning outcomes, conducting guidance and training and conducting research and community service. especially for educators at college.

Performance is an activity carried out to carry out, complete tasks and responsibilities in accordance with the expectations and goals that have been set, seen from the meaning of the word performance comes from the word *performance*.

Teacher performance is the ability of a teacher to carry out learning tasks and be responsible for students being guided by improving student learning achievement. K. Therefore, teacher performance can be interpreted as a condition that shows the ability of a teacher in carrying out his duties and develops an action that the teacher displays in or during learning activities. [9]

Performance is more often referred to as achievement which is a "result" or "what comes out" (*outcomes*) of a job and the contribution of human resources to the organization. According to Supardi in the quoted the performance issue can be identified from several meanings [3]

The term education and training is an abbreviation of education and training. These two words have come together and form a meaning. The term education and training is widely used in various fields such as education and management.

According to Hamalik quoted the concept of the education and training system is an effort to improve, develop and form employees through education and training efforts. This training is in the form of tiered training, course training, functional training and training. Operations that are widely applied by an organization in order to improve the work ability of employees in facing their activities, which are sought to improve community services.

According to Syamsudin quoted education and training is a process of implementing education and training that is carried out continuously for an organization so that employees who participate in training are able to develop employee work behavior, prepare employees for positions that are more complicated and difficult., as well as preparing personnel to develop their work activities.

According to Siagian the work environment is an environment where employees do their daily work.[8] Meanwhile, according to the work environment is anything or elements that can affect directly or indirectly the organization or company that will have a good or bad impact on employee performance and job satisfaction suggests that a place where there is a group in which there are several supporting facilities to achieve company goals in accordance with the company's vision and

mission. Meanwhile, according to Sugiyono and Rahadhini the work environment is a condition.

A good working environment can be lead to productivity and job satisfaction. Siagian argues that the benefits of the work environment is creating a work of passion, [8] so that productivity and achievement can be increasing. Moreover, it environment can affect the job satisfaction labor appear as a result of the employment situation in the labor. Satisfaction reflect the feelings of employees regarding happy or not, comfortable or uncomfortable with the working environment the company where he works.

2. METHODS

This study used quantitative research methods and design research studies form of influence, that is to know Oversight of the spirit among the variables independently. According to Sugiyono research methods are scientific ways to get data with specific purposes and uses. How meaningful scientific research activities are based in the characteristics of science, that is rational, empirical and this systemic. This research examine the nature of determination because partial effect between the study variables for a number of variable training (X1) and the working environment (X2) as well as the performance of (Y). In this study used correlation and regression analysis.

3. RESULTS AND DISCUSSION

The Effect of Education and Training on Performance

The results of the study show that education and training have a significant effect on performance. These results support the hypothesis that education and training have a significant effect on performance. According to the results of calculations based on the regression equation based on the table 4:13 (coefficient), can be explained that if the value of education and training (training) (X_1) increased by 1 unit of score, the performance (Y) will be increased by 3.872, 1 unit of score with the provisions the value of education and training (training) (X_1) is constant. Whether there was a significant influence of education and training (training) (X_1) of the performance (Y) can be seen on the magnitude of the value t_{count} contained in table 4.13. The value of $t_{arithmetic}$ teacher certification at 3,942 to 0,000 significant ($p < 0.05$) with t_{table} amounted to 2.011, or in other words $t_{count} > t_{table}$, then reject H_0 and accept H_a or in other words it shows no effect which is significant between the variables of education and training (training) (X_1) on performance (Y).

In addition, there are several relevant research results that strengthen the results of this study. Research conducted by Martha Monroza Siagian (2010) in his thesis "The Effect of Education and Training on

Employee Performance at the Medan City Manpower Office" states that there is an influence between education and training on employee performance. The magnitude of the influence between variable X (education and training) on variable Y (employee performance) is 31.36%. Other supporting research conducted by Flavia Da Costa Henriques (2014) in her thesis "The Effect of Education and Training Programs on Employee Performance (Case Study at the Instituto Nacional da administração Publica Timor Leste)" shows that the correlation value is 0.536 with a t value greater than t. table (3,645 > 1,6). The results of the hypothesis show that H_a is accepted, has meaning that Education and Training have a positive and significant effect on employee performance at the Instituto Nacional da Administração Pública (INAP) Timor Leste. 103 Based on the two relevant studies and the explanation above, it can be concluded that education and training have a positive effect on employee performance. This is because education and training are one of the efforts in developing human resources for an organization, but improving employee performance in each organization has its own percentage, as well as at SMP Negeri Indralaya District. Therefore, it can be concluded that with education and training for employees, employees experience positive changes in terms of knowledge, abilities and skills which have increased with the development of human resources such as this training.

Education and training have a relationship and significant effect on performance. while it emphasizing that important in education and training in order to improve the performance of teachers. As stated by [8] the importance of education and training is not solely for employees or employees concerned, but also benefits for the organization. Because by increasing the abilities and skills of employees, it can increase the work productivity of the employees concerned.

Education and training is a process of organizing teaching and learning in order to increase the ability of employees which includes the knowledge, skills, attitudes and behaviors needed to carry out their duties [10]

Realizing the importance of education and training, it is necessary for government efforts to continuously improve the guidance and development of education and training programs, because education and training itself is essentially a "process of transforming the quality of employee human resources" which touches four main dimensions and physical dimensions that are directed at changes in the quality of the four dimensions of government employee resources. Civil servants as the main element of human resources of the State apparatus have a very decisive role.

The success of governance and development cannot be separated from the role of civil servants in

increasing the wheels of government and development.[17] For this reason, civil servants must have a conceptual knowledge base about what their duties will be carried out, the background of their duties, background of their work, skills and the results to be achieved in carrying out their duties.

Thus, civil servants must be aware of the general basics of education and training (Diklat), namely:

1. Cognitive (knowledge);
2. Effective (attitude);
3. Psychomotor (skills); and
4. Perspective [11]

With education and training, every civil servant will produce better employee performance because the abilities that have been obtained through education and training greatly affect the performance of civil servants themselves.

The Effect of Work Environment on Performance.

The results of the study show that the work environment has a significant effect on performance. These results also support the hypothesis that the work environment has a significant effect on performance.

The regression results obtained from table 4. 13, explained that if the value of the work environment (X_2) increased by 1 unit of score, the performance (Y) will increase by 0.5 66 unit score, provided the value of the work environment (X_2) constant . Whether there was a significant effect, can be seen in Table 4:13 with amount t_{count} acquisition work environment (X_2) of 5.607 with a significant level of 0.001 ($p < 0.05$), then reject H_0 .

It indicates no significant influence of the environment work (X_2) on performance (Y). This shows that the work environment (X_2) has an effect on performance (Y).

The success of the teacher in the teaching and learning process is determined by the performance of the teacher as an educator.[12][13] For this reason, teacher performance plays an important role in achieving optimal teaching goals. Improving teacher performance is not an easy job. In this case, there are a number of aspects that are related to both those inherent in the teacher such as morale, ability, experience, and motivation as well as those outside the teacher such as teacher professionalism,[14] welfare, work climate, principal leadership, salary, curriculum, facilities and infrastructure.[15] Without reducing the role of these aspects, there would be aspects of teacher professionalism that require expertise, proficiency or skills that meet certain standards or norms.

Humans will be able to carry out their activities well, so that optimal results can be achieved, if one of them is supported by an appropriate environmental condition.[16] [18] An environmental condition is said

to be good or appropriate if humans can carry out their activities in an optimal, healthy, safe and comfortable manner. Inappropriate work environment can be seen the result in a long time. Furthermore, unfavorable environmental conditions can require more time and energy obtaining much and do not support the system design work efficiently, many factors that affect the formation of a working environment.

The influence of the work environment on employee performance was expressed. The work environment is a measuring tool that will affect employee performance if the work environment in the agency is good. A pleasant work environment for employees through increasing harmonious relationships with superiors, colleagues, and subordinates, as well as being supported by adequate facilities and infrastructure in the workplace will have a positive impact on employees [18], so that employee performance can increase. A good work environment created by the agency will be very beneficial for the survival of the agency because it is not uncommon for an agency to go out of business due to a non-conductive work environment. A conductive work environment created by employees and agencies will encourage the effectiveness of these agencies in running the wheels of the organization. And it will generate high morale and passion for work because of the prolific and pleasant work environment. For this reason, the work environment as two factors that influence employee performance should be done well, because both of these will determine both for employees and for agencies, because if these two things get the attention of the agency, the benefits will be very large and useful. both for the present and in the future, the agency benefits in the form of achieving goals and high productivity and for employees will get high performance.

The Effect of Education and Training and the Work Environment on Performance

The results showed that education and training (training) and the work environment had a significant effect on performance. These results support the hypothesis that education and training and work environment have a significant effect on performance.

By taking a significant level of 0.004 ($p < 0.05$), then H_0 is rejected and H_a is accepted, this can be seen from the F test which is carried out where F_{counts} for $80.233 > F_{table}$ of 3.267. it can be concluded that there is simultaneous influence between a education and training and work environment on the performance and show a positive relationship between education and training and work environment of the performance. This shows that the variables of education and training and the work environment affect performance together.

4. CONCLUSION

Based on the results of data analysis, it can be concluded that There is a significant effect of education and training on the performance of teachers in SMP Negeri in Indralaya District, Ogan Ilir Regency. There is a significant influence of the work environment on the performance of teachers in SMP Negeri in Indralaya District, Ogan Ilir Regency. There is a significant effect of education and training and the work environment simultaneously on the performance of teachers in SMP Negeri in Indralaya District, Ogan Ilir Regency.

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