



## THE EFFECT OF MOTIVATION, WORK ENVIRONMENT, AND JOB SATISFACTION ON IMPROVING TEACHER PERFORMANCE IN CLUSTER 02 SENIOR HIGH SCHOOL IN TANGERANG REGENCY

Muhamad Badru Ulum<sup>1</sup>, Misdiono Misdiono<sup>2</sup>

<sup>1)</sup> Universitas Gunadarma, Jakarta, Indonesia, [badrumuhamad5@gmail.com](mailto:badrumuhamad5@gmail.com)

<sup>2)</sup> Universitas Gunadarma, Jakarta, Indonesia, [misdie@staff.gunadarma.ac.id](mailto:misdie@staff.gunadarma.ac.id)

Corresponding Author: Muhamad Badru Ulum<sup>1</sup>

**Abstract:** The main problem in this research is some teachers do not show maximum performance. Many factors can influence teacher performance, but in this study analyzed through motivation, work environment and job satisfaction. The purpose of this study was to determine the effect of work Motivation, work environment, and job satisfaction on improving the performance of high school teachers in Cluster 02 Kab. Tangerang. The approach of this take a look at quantitative technique and the use of assorted quantitative correlation. The collecting data using four types of questionnaire about motivation, work environment, job satisfaction, and work performance. The number of respondent in this study is 65 teacher. The data were analyzed using descriptive statistics and multiple linear regression analysis. The results of the study showed that, There is a positive and insignificant influence on the motivation toward teacher performance, this is explained by the significant value of data that  $t \text{ count } 1.184 < t \text{ table } 1.998$  and the significant of  $t \text{ test } 0.241 > 0.05$ . There is a positive and insignificant influence on the work environment toward teacher performance, this is explained by the significant value of data that  $t \text{ count } -0.012 < t \text{ table } 1.998$  and the significant of  $t \text{ test } 0.991 > 0.05$ . There is a positive and significant influence on the job satisfaction toward teacher performance, this is explained by the significant value of data that  $t \text{ count } 3.502 > t \text{ table } 1.998$  and the significant of  $t \text{ test } 0.001 < 0.05$ . there are simultaneous of positive and significant influence from motivation, work environment, and job satisfaction toward teachers. It based on the  $F$  significant value of  $0.000 < 0.05$ . the value of  $R \text{ square}$  is equal to 0.471, so that 47.1% and the remaining 52.9% influenced by other variabls.

**Keywords:** Motivation, Work Environment, Job Satisfaction, Teacher's Performance

### INTRODUCTION

Currently the problem of human resources is still the center of attention and focus for an organization or company to be able to survive in the era of globalization which is accompanied by an increasingly complex and competitive level of competition in various fields, especially in the field of school institutions.

The success of a school agency is strongly influenced by the performance of teachers. The level of teacher performance can be influenced by several factors. One of the influencing aspects is job satisfaction, meaning that with a high level of job satisfaction the teacher will usually give good performance and vice versa. To be able to work optimally with high performance, individual motivation is also needed at work. Therefore, it is not surprising that teachers who have high motivation usually have high performance as well. Another factor that affects performance is the work environment, namely everything that is around the worker, which can affect him in carrying out his duties. In connection with the above description, assessments related to employee performance need to be carried out.

One of them by doing research. The purpose of this study researchers wanted to know whether motivation, work environment and job satisfaction affect employee performance, and whether it affects teachers.

## **LITERATURE REVIEW**

### **Motivation**

Motivate employees aims to broaden their skills in fulfilling organizational demands. This opinion is supported by the opinion of Maslow (2015) Motivation can be interpreted as the strength (energy) of a person who can raises the level of persistence and enthusiasm in implementing an activity, both originating from within the individual itself (intrinsic motivation) and from outside the individual (extrinsic motivation). Motivation is a process of stimulating humans to do something activities in an effort to achieve the goals or objectives desired effectively and efficiently (Adisasmita, 2011).

### **Work Environment**

According to Schultz (Leonardo, 2021) provides an understanding of the work environment, which is a condition related to the characteristics of the workplace on the behavior and attitudes of employees where it related to the occurrence of psychological changes due to things experienced at work or in certain circumstances that the organization must continue to pay attention to which includes work boredom, monotonous work and fatigue. Sedarmayanti (Anita, 2016) the work environment is overall tools and materials encountered, the environment the environment in which a person works, the method of work, and the setting work both individually and as a group.

### **Job Satisfaction**

Danang (2011:25), defines that: Satisfaction Work is a person's individual nature so that he has different levels of satisfaction in accordance with the value system that applies to him. This is due to the differences in each individual. The more aspects of the job according to the individual desires, the higher the level of satisfaction felt the other way around. Davis in Sukidi and Farid (2016) stated that Job satisfaction is the favorableness or unfavorableness with employees view their work.

### **Teacher Performance**

Performance is the result of work that can be achieved by employees both individually and in groups within an organization, in accordance with the authority and responsibility given to the organization in an effort to achieve the vision, mission and goals of the organization concerned by including the ability, perseverance, independence, ability to solve problems according to the time limit given legally, not violating the law and in accordance with morals and ethics (Busro, 2017:89). Kompri (Supardi, 2016: 43), states that "performance The teacher is the ability of a teacher to carry out learning tasks at school and is

responsible for students under his guidance by improving the achievement or learning outcomes of his students.”

### Previous Research

The results of Anak agung ngurah bagus dhermawan research (2012) found indicators of motivation the results of his analysis did not affect the performance of public Works Service, Muhammad Arifin (2015) in his study the results of his partial analysis stated that job satisfaction no significant effect on High School Teacher performance.

### Conceptual Framework

In spite of the background of the problem, and the results of previous research, it can be seen according to the figure below that represents a conceptual framework.

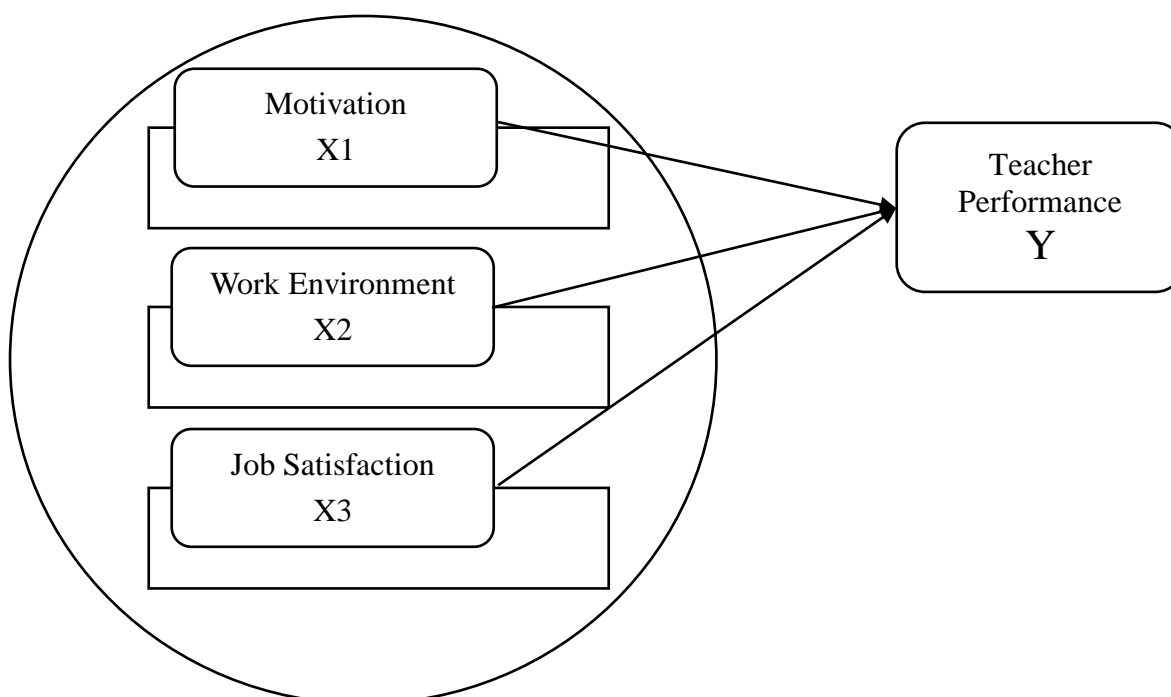


Figure 1. Conceptual Framework

### Hypothesis

From the outline of the theoretical framework above, the studies speculation is:

- H1 : Motivation definitely affect the Teacher performance.
- H2 : Work Environment definitely affect the Teacher performance.
- H3 : Job Satisfaction definitely affects teacher performance.
- H4 : Motivation, Work Environment, and Job satisfaction together affect the Teachers performance.

### RESEARCH METHODS

As a quantitative approach, we employ questionnaires in this journal to collect data. The free variables in the study were motivation, work environment, and job satisfaction, while the bound variables were teacher’s performance characteristics. the measurement using the likert scale. the population is allteachers of in cluster 02 SMA in tangerang regency the number of respondent in this study is 65 teacher. the sampling method is Census Technique.

The method to analyze the data uses multiple linear regression analysis as a reference to assess research hypotheses

## FINDINGS AND DISCUSSION

### Characteristics of Respondent

Based on the facts from the survey results, it shows that the frequency of each respondent's characteristics includes, by sex dominated by women (60%) by age dominated by teachers aged over 30-40 years as many as (60%), and those who have years of service more than 6-10 years as many as (54%), then from undergraduate education level as much as (86%), and based on civil servant status (100%), and lastly based on school origin, dominated by SMAN 4 Kab. Tangerang (48%).

### Test Validity and Reliability

As in step with the results of the validity take a look at of each variable indicator, the motivation variable has an r-calculated price among 0.322 – 0.670, the work environment variable indicator has an r-calculated price among 0.271 – 0.766, the task job satisfaction variable indicator has an r-calculated fee between 0.377 – 0.656 and the instructor performance variable indicator has an r-calculated fee between 0.380 – 0.655. if regarded primarily based on information, the cost of the calculated r is greater than the cost of r in the desk 0.244, then the whole research indicator is declared legitimate.

**Table 1. Validity Test Results**

variable	Indicator	r-calculated	Results
Motivation	X1.1 – X1.24	0.322 – 0.670	Valid
Work Environment	X2.1 – X2.15	0.271 – 0.766	Valid
Job Satisfaction	X3.1 – X3.12	0.377 – 0.656	Valid
Teacher Performance	Y1 – Y12	0.380 – 0.655	Valid

Based on reliability exams of research variables, it indicate that if all variables and values cronbach alpha > 0.60 then the belief is reliable.

**Table 2. Reliability Test Results**

Variable	Alpha	Results
Motivation	0.892	Reliable
Work Environment	0.860	Reliable
Job Satisfaction	0.832	Reliable
Teacher Performance	0.890	Reliable

### Classic Assumption Test

Judging from the consequences of the normality test based at the residual distribution is said to be normal, regarding the signification cost of greater than zero.05 (Asymp. Sig. 0.20).

**Table 3. Data Normality Test Results**

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		65
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	4.07803649
Most Extreme Differences	Absolute	.072
	Positive	.061

	Negative	-.072
Test Statistic		.072
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

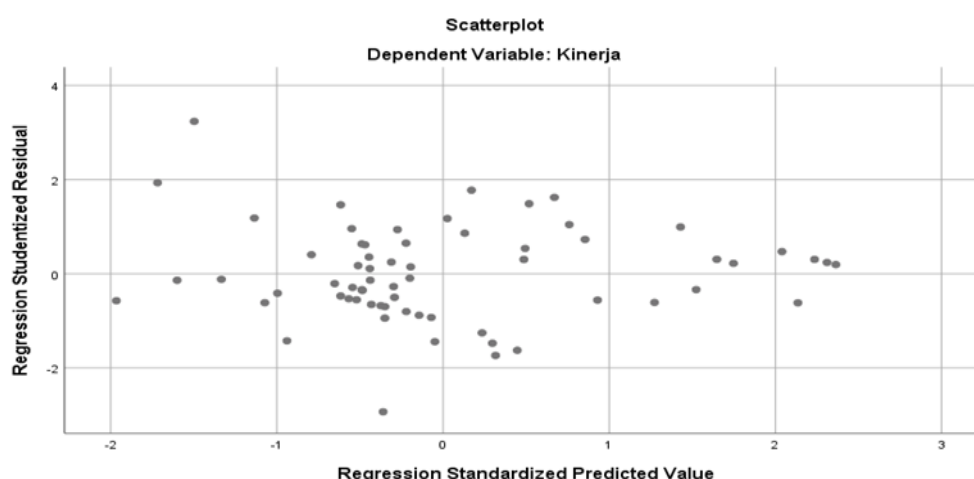
### Multicollinearity Test

based totally on records from multicollinearity test consequences obtained that every one tolerance values are greater than zero.10 with VIF values smaller than 10, it can show that there's no multicollinearity in every impartial variable.

**Table 4. Multicollinearity Test**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	18.313	6.052		3.026	.004		
	Motivation	.087	.074	.155	1.184	.241	.560	1.785
	Work environment	-.001	.117	-.002	-.012	.991	.424	2.360
	Job satisfaction	.592	.169	.539	3.502	.001	.404	2.478

Heterogeneity take a look at effects display that the dots are spreading or are around the number 0, so it could be concluded that the records is homogeneous or there aren't any signs and symptoms of heteroscedastic.



**Figure 2. Heterocity Test Results**

### Multiple Linear Regression Analysis

The regression equation is the result of a statistical test with a 5% significance level.

$$Y = 18.313 + 0.087 X_1 - 0.001 X_2 + 0.592 X_3$$

From the regression may be concluded beneath:

- 1) within the variable of motivation with a significance value ( $0.241 > 0.05$ ) and a calculated t fee of zero.1.184. The hypothesis test changed into rejected.
- 2) within the work environmentwith a significance value ( $0.991 > 0.05$ ) and a calculated t price of -0.012. The hypothesis test changed into rejected.
- 3) within the job satisfaction with a significance value ( $0.001 < 0.05$ ) and a calculated t fee of 3.502. The hypothesis check changed into well-known.

**Table 5. Multiple Linear Regression Test**

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.313	6.052		3.026	.004
	Motivation	.087	.074	.155	1.184	.241
	Work Environment	-.001	.117	-.002	-.012	.991
	Job Satisfaction	.592	.169	.539	3.502	.001

The effects of the F check are received, with the calculated F cost of 14.562 which is greater than the F table value (2.76) and the fee of Sig. zero.000 is smaller than Sig. fee table (zero.05). It way collectively the variables of motivation, work environment, and job satisfaction have a extensive affect has an impact on the teachers performance of with the price of the coefficient of dedication which may be seen primarily based on the cost of R square this is 0.417 or 41.7%. For extra details see the table beneath.

**Table 6. Results of Test Analysis F**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	762.271	3	254.090	14.562	.000 <sup>b</sup>
	Residual	1064.344	61	17.448		
	Total	1826.615	64			

**Table 7. DeterminationCoefficient Test Results**

Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.646 <sup>a</sup>	.417	.389	4.177	

### Correlation Between Dimensions

Based on the test results of the correlation matrix analysis between dimensions, it was concluded that the motivation variable had the largest correlation between the ability dimensions and the performance variable 0.457 (high), then the work environment variable had the largest correlation in the correlation matrix between the punctuality dimension and the teacher performance variable of 0.540. (high), and the job satisfaction variable has the largest correlation in the correlation matrix between the punctuality dimension and the teacher performance variable of 0.583 (high).

**Table 8. Correlation Matrix Between Dimension**

Variable	Dimensi		Teacher Performance				
			Quality work Y1	of Timeliness Y2	Initiative Y3	ability Y4	communication Y5
Motivation	Internal (X1.1)	Motivation	0.353	0.442	0.434	0.457	0.444
	Eksternal (X1.2)	Motivation	0.222	0.302	0.256	0.218	0.368
Work	Physique (X2.1)		0.371	0.540	0.334	0.265	0.418



<i>Environment</i>	<i>Non Physical (X2.2)</i>	0.201	0.531	0.216	0.408	0.374
<i>Job Satisfaction</i>	Ektrinsic Factor (X3.1)	0.334	0.498	0.426	0.195	0.389
	Intrinsic Factor (X3.2)	0.528	0.583	0.512	0.575	0.512

## Discussion

The results showed that motivation has a significant influence on teacher performance. Based on the correlation matrix between dimensions that the work motivation variable has the highest relationship between the dimensions most related to the internal motivation dimension with the teacher performance variable in the dimension of 0.457. In addition, this research is relevant to the results of previous studies. This research was conducted by Sukidi and Farid Widi (2016) conducted research on the influence of motivation, compensation, and job satisfaction on employee performance with job satisfaction as an intervening variable. Where the result is a motivational variable has a significant effect on employee performance. therefore, it can be concluded that the performance of high school teachers in 02 kab. Tangerang has good performance quality and is not affected by the lack of work motivation.

The results showed that work environment variables partially had a positive and insignificant effect on teacher performance variables. Based on the inter-dimensional correlation matrix, the work environment variable has the highest relationship between the dimensions most related to the physical dimension with the teacher performance variable in the timeliness dimension with a result of 0.540. In addition, this research is relevant to the results of previous studies. This research was conducted by Reza Ahmadiansyah (2016) conducted research on the influence of motivation and job satisfaction on the performance of teachers of SMK Muhammadiyah Salatiga. Where the result is motivation and satisfaction of working on the performance of teachers at SMK Muhammadiyah Salatiga is significant. therefore, it can be concluded that the performance of high school teachers is 02 kab. Tangerang has good performance quality and is not affected by the work environment situation.

The results showed that the job satisfaction variable partially had a positive and significant effect on the teacher performance variable. Based on the inter-dimensional correlation matrix, the job satisfaction variable has the highest relationship between the dimensions most associated with the intrinsic factor dimension with the teacher performance variable in the timeliness dimension with a result of 0.583. In addition, this research is relevant to the results of previous studies. This study was conducted by Sukidi and Farid WJdi (2016) conducted research on the influence of motivation, compensation, and job satisfaction on employee performance with job satisfaction as an intervening variable. Where the result is a motivational variable has a significant effect on employee performance. Then it can be concluded that job satisfaction has a significant effect on the performance of high school teachers in 02 kab. Tangerang.

Motivation, work environment, and job satisfaction together affect the performance of high school teachers in 02 kab. Tangerang. So in this study reflects that work motivation, work environment, and job satisfaction together have a significant positive effect. Torealize good performance, there needs to be improvement and more effort in creating comfortable job satisfaction and still accompanied by increased motivation and work environment

## CONCLUSIONS AND SUGGESTIONS

### Conclusions

As research conducted in the education environment, the conclusions drawn in the field of education and also subsequent research, in connection with this can be drawn as follows: Partially, work motivation has a positive and significant effect on the performance of high school teachers in 02 kab. Tangerang. Partially, the work environment has a positive effect and the identification of high school teachers is considered 02 kab. Tangerang Partially, job satisfaction has a positive and significant effect on the performance of high school teachers in 02 districts. Simultaneously, work motivation, work environment, job satisfaction have a positive and significant effect on the performance of high school teachers in 02 kab. Tangerang. All three variables contribute to the teacher's performance variable

### Suggestions

Based on the above conclusions, there are some suggestions that can be given as follows:

1. In improving employee performance can be done by implementing a system of rewards and punishment in terms of motivation, so that teachers / employees feel their hard work is appreciated by the leadership / principal. In addition, in terms of job satisfaction, it is necessary to provide comfort in work and provide awards in the form of career guarantees in the future. And conditions in the work environment also need to be improved to be more conducive so as to provide a comfortable working atmosphere to employees.
2. It is expected that the next research uses independent or other dependent variables that have not been revealed and discussed by this research that has been done

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