

Level of Satisfaction, Motivation, Teacher Profession and Providing Financial Compensation in Improving Teacher Performance (Survey Conducted on Private High School Teachers in Tangerang City, Banten Province)

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ABSTRACT

in this study aims to determine how big the relationship between satisfaction, motivation, the teaching profession and the provision of financial compensation partially or simultaneously on performance. The method of data collection is by distributing questionnaires to private school teachers in Tangerang City directly. The t-test shows that the magnitude of the Satisfaction Variable (X1) has a positive and significant effect ($t\text{-count Satisfaction } 1.977. > t\text{table } 1.65$ and $.0049 < 0.05$ on Performance, Motivation Variable (X2) has a positive and significant effect (t value of motivation $3519 > t$ table 1.65 and $0.0001 < 0.05$ on performance, the variable of the teaching profession (X3) has a positive and significant effect (the $t\text{-count}$ value of the teaching profession is $3.664. > t\text{-count}$) tables 1.65 and $.0000 < 0.05$ the financial compensation performance variable (X4) has a positive and significant effect (t value $9.748 > t$ table 1.65 and $0.00000 < 0.05$ on performance and for the F test results, the results for the calculated F value are $94,925$ with a significance value of 0.000 so that the calculated F value $> F$ table or $94.925 > 3.87$ or the significance level (sig) $0.000 < 0.05$, it can be concluded that there is a simultaneous influence between ionic satisfaction, motivation, the teaching profession and the competence of providing financial satisfaction on performance and the value of R^2 y

Keywords : Financial Compensation, Motivation Performance, Satisfaction, Teaching Profession

Introduction

The development of the world of education is currently very rapid, the implementation of education really needs to be improved, both non-formal education (community), formal education (schools) and informal education. In particular, formal education has a very important role in achieving academic abilities, so efforts are needed to increase both the quantity and quality of education.

Schools as educational institutions are expected to be able to develop learning in accordance with the demands of the globalization era. One of the efforts that can be developed by schools is active, innovative, creative and fun learning. Education as an integral part of society in the global era must be able to provide and facilitate the growth and development of skills through intellectual, social and personal, education must be able to grow student competence, intellectual, social and personal skills must be built not only based on logic but also must be based on inspiration, moral intuition (emotional and spiritual).

In creating an active, effective and fun classroom atmosphere, a teacher must be able to apply innovative learning in the field of writing, to implement this innovation, teacher learning must be able to use models, strategies and media that are in accordance with Indonesian language subjects. Learning activities are carried out by two actors, namely educators and students, students who teach and students are students who learn, aiming to obtain optimal results, this will be achieved if students play an active role both physically and psychologically the nature of

learning It is important for the success of an organization and employees to receive feedback on the results of the work done. Robbins (Robbins, 2017) concludes that if job satisfaction and productivity data are collected in an organization, it is found that employees will work more effectively than if an organization has fewer satisfied employees.

Job satisfaction is a pleasant and loving emotional attitude towards work and this can be reflected in work enthusiasm, work discipline and work performance. Job satisfaction can be enjoyed at work, outside the workplace and even a combination inside and outside the workplace. Job satisfaction is the satisfaction that a person gets in work such as getting praise for work, job placement, a good work environment. The satisfaction that a teacher gets in working at work will exceed the compensation given even though the compensation is very important for him

Motivation is a change in one's energy that is within oneself, this is characterized by feelings that arise from efforts to achieve goals. a teacher is not only required to develop, research and carry out activities, but a teacher is also required to be able to motivate students. a teacher must also be able to provide learning motivation to students, this process must be carried out before the teaching and learning process takes place and is the responsibility of the teacher for the success of his students. motivation is very important, because motivation can encourage students to be more enthusiastic and if the motivation given is very low it will have an impact on student learning enthusiasm will decrease.

The teaching profession is a skill that must be possessed by a teacher in the world of education and teaching, so that with the professional expertise possessed, it will be able to become a livelihood in meeting the needs concerned. Profession is a job or activity carried out by a person and becomes a source of income for a teacher who requires expertise and skills that meet certain quality standards or norms

The compensation provided can be seen in various forms, namely financial compensation and non-financial compensation. Financial compensation can be in the form of salaries, wages, bonuses, incentives, health insurance, pension funds, for non-financial compensation provided with the aim of retaining employees in the long term through service

programs to employees. attractive, flexible working hours, responsibility, recognition, fun coworkers

Performance (performance) can be interpreted as an achievement of work with the rules that apply in a particular organization in this case the school. Performance is a certain need that can be reflected in the results produced in terms of quantity and quality.

LITERATURE REVIEW

Every human being has a different level of satisfaction with one another, the higher the individual's desire in accordance with his wishes, the higher the level of one's job satisfaction.

According to (Sutrisno, 2017) the term "Satisfaction" refers to a person's general attitude towards his work. Individuals who have a high level of satisfaction will show a positive attitude towards work, individuals who are satisfied will work with high enthusiasm, are active and can perform better than individuals who do not feel satisfied. An individual who is dissatisfied will never achieve psychological satisfaction and will ultimately lead to negative behavior and will ultimately lead to work frustration. (Hasibuan, 2014) Job satisfaction is an emotional attitude and love for a job and this attitude can be seen from work enthusiasm, discipline, work performance

Furthermore, according to (Pamela, 2015) motivation is a key in organizational success to maintain work continuity in the organization in a strong way and helps to survive, while according to (A.M. Sardiman, 2018) motivation is the overall driving force. in students that lead to learning activities that ensure learning activities and provide direction for learning activities so that the objectives of learning subjects can be achieved.

The word profession comes from the Greek "Pbropbaino" which means to state publicly and in other languages it is called "Professio" which means to show the public someone who will occupy a public office. According to (Sagala, 2014), the profession contains the meaning of prestige, honor, social status and greater autonomy given to it.

Compensation is something that is considered important in improving performance, although this compensation is not the only thing that can improve performance. This compensation is something that is complex but important for every employee, the importance of compensation for an employee can lead to an increase in work performance, while for educational institutions compensation is very important as an effort to maintain human resources. According to (Hasibuan, 2014) compensation is income in the form of money and services received directly by employees in the form of salaries, wages, incentives in return for services provided

Performance implies work results and performance is an activity carried out to complete tasks and responsibilities with predetermined goals. According to (Amirullah, 2015) performance is all the results produced in a certain job function or activity during a certain period.

the ability of a teacher can be demonstrated through mastery of teacher social competence, teacher education competence and goro's personality competence . (Stephen P.Robbins, 2010) states that the factors used to improve employee performance include motivation and satisfaction.

Population and Sample

According to (Sugiyono, 2018) population is a generalization area that has certain qualities and characteristics as an object or subject, then conclusions are drawn

The total population is 1200 respondents and not all of these populations will be the object of research, so further sampling is necessary.

According to (Arikunto. S, 2019), sample is a part of the population to be studied. The size of the sample is determined by using the equation formulated by Slovin as follows:.

$$n = \frac{N}{1 + N(e)^2}$$

Information:

n = Number of samples

N = Population

e = Estimated error

$$n = \frac{1200}{1 + 1200(0.05)^2}$$

$$n = \frac{1200}{1 + 1200(0.0025)}$$

$$n = \frac{1200}{4}$$

$$n = 300 \text{ Respondents}$$

The number of samples that must be met is 300

The statement in this questionnaire must be answered by the respondent for each item and each item will be given an assessment weight and from that weight will produce a score for the respondent who answers it.

Tabel
School Name

School Name	Address	representative
SMA AN NURMANIYAH	Jl.dr. Cipto mangunkusumo no. 62 Panninggilan utara	10
SMA AT THAHIRIN	Jl. Raden fatah km. 1 Sudimara selatan	10
SMA BUDI MULIA	Jl. Hos cokroaminoto no. 1 Sudimara jaya	10
SMA FATAHILAH	Jl. Masjid x-4 rt. 02/07 Sudimara timur	10
SMA MAJAPAHIT	Jl. Batas peninggilan Sudimara timur	10
SMA MUHAMMADIYAH 1	Jl. Lembang 1 no. 63 - ciledug Sudimara barat	10
SMA YUPPEN TEK 2	Jl. Raden fatah km. 1 Sudimara selatan	10
SMA IT TUNAS HARAPAN ILAH I	Jl. Tugu karya ii no. 58 samb i doyong Cipondoh makmur	10

SMA AL WASATIYAH	Jl. Masjid assolihin dongkal cipondoh indah Cipondoh	10
SMA AL WASATIYAH	Jl. Masjid assolihin dongkal cipondoh indah Cipondoh	10
SMA ASY SYUKRIYAH	Jl. Kh. Hasyim ashari km. 3 cipondoh Poris plawad indah	10
SMA DAARUL QUR AN INTERNASIONAL	Jl. Tamrin ketapang cipondoh tangerang Ketapang	10
SMA HARAPAN JAYA	JAYA Jl. H. Mansyur no. 25 gondrong Gondrong	10
SMA ISLAM DARUL HASAN	Jl. Sipon cipondoh makmur Cipondoh makmur	10
SMA MUHAMMADIYAH 2	Jalan maulana hasanudin nomor 63 Cipondoh	10
SMA MUTIARA BANGSA	Jl. Poris indah raya no. 88b Cipondoh	10
SMA PLUS IBADURRAHMAN	Jl. Kh. Hasyim ashari gg. Mesjid kel. Kenanga Kenanga	10
SMA PORIS INDAH	INDAH Jl. Raya poris indah blok a no. 60-67 Cipondoh indah	10
SMA TERPADU PP DAARUL AMANAH	Jl. Kh. Hasyim ashari gg. Jambu blok c Kenanga	10
SMA ISLAM AL HASYIMIYAH	Jl. Sukamandi rt 01/09 no. 1 karangsari Karang sari	10
SMA AGAPE BK 3	Jl kebon jahe no. 2 Suka rasa	10
SMA AL HUSNA	Jl. A. Damyati no. 43-45 tangerang rt. 6/7 Sukarasa	10
SMA HARAPAN BANGSA	Jl. Hartono raya Kelapa indah	10
SMA KRISTEN KANAAN	Jl. Sukamanah v no. 11 tangerang Sukasari	10
SMA MUHAMMADIYAH 3	Jl. Perintis kemerdekaan i no. 33 Babakan	10
SMA PRIBADI 2	Jl. Kavling pemda i no. 5 cibodas Cikokol	10
SMA SETIA BHAKTI	Jl. Kisamaun no. 171 Sukasari	10
SMA SYEKH YUSUF	Jl. Syekh yusuf no. 20 Sukasari	10
SMA YP KARYA	Jl. Kh. Hasyim ashari km 3 cipondoh Buaran indah	10
SMA YUPPEN TEK 1	Jl. P. Kemerdekaan babakan Babakan	10
SMA YUPPEN TEK 4	Jl. P. Kemerdekaan i no. 1 Cikokol	10

Table Likert Scale

Scale	alternative answer	Score
5	strongly agree	5
4	Agree	4
3	Disagree	3
2	do not agree	2
1	strongly disagree	1

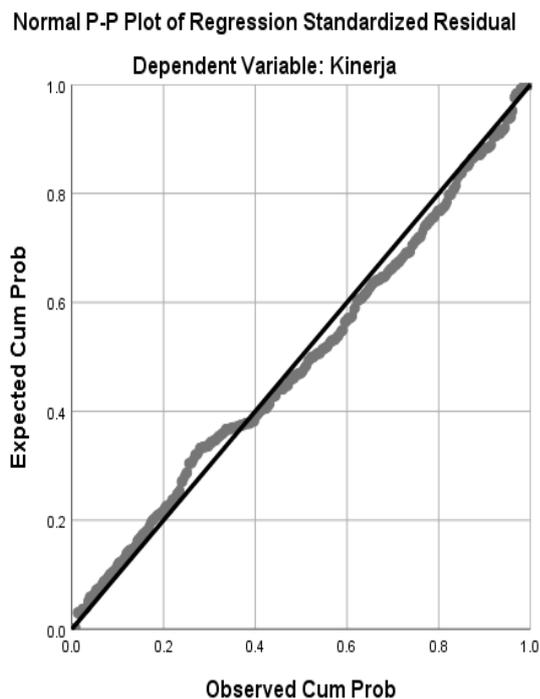
No	Variable	Parameter
1	Satisfaction (X1)	ability in teaching student ability student behavior change teaching progress
2	Motivation (X2)	Will Willingness forming skills responsibility obligation
3	Profession (X3)	good teaching skills mastery of technology have a good personality mastering learning media have a good personality
4	Compensation (X4)	Wages Salary Incentive Allowance facility
5	Performance (Y)	Quality Quantity Punctuality Effectiveness independence

RESULTS AND DISCUSSION

For this study the authors took the title Level of Satisfaction, Motivation, Teacher Profession and Providing Financial Compensation in Improving Teacher Performance (Survey was conducted on private high school teachers in Tangerang City, Banten Province) in the form of statements submitted to 300 respondents

REGRESSION ASSUMPTION TEST OF

Normality



Gambar tersebut di atas menunjukkan bahwa data mengikuti arah garis diagonal dan tersebar di sekitar garis diagonal, sehingga data yang ditunjukkan melalui pola distribusi normal yang akan digunakan sebagai syarat normalitas

Multicollinearity

aims to test whether there is a correlation between *the independent variables (independent)* in the regression model. In a good regression model there should be no correlation between independent variables. The test to test whether there is multicollinearity in this model is seen from the value of *Tolerance* and *Variance Inflation Factor (VIF)*. If *tolerance* < 0.10 or equal to VIF value > 10.

Table 1.
Multicollinearity Test Results

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Satisfaction	.863	1.159
	Motivation	.571	1.753
	Teacher Profession	.793	1.261
	Financial Compensation	.550	1.818

Dependent Variabel : Performance

From the output above, Variance Inflation Factor) each independent for the satisfaction variable is 1.159, for the motivation variable is 1.753, for the teaching profession variable is

1.261 and the variable for providing financial compensation is 1.818 in this model below 10 and the value of Collinearity tolerance for satisfaction is 0.863, the value of Collinearity tolerance for motivation is 0.571 . The value of Collinearity tolerance for the teaching profession is 0.793 and the value of Collinearity tolerance for financial compensation of 0.550 in this model is above 0.10 so that the

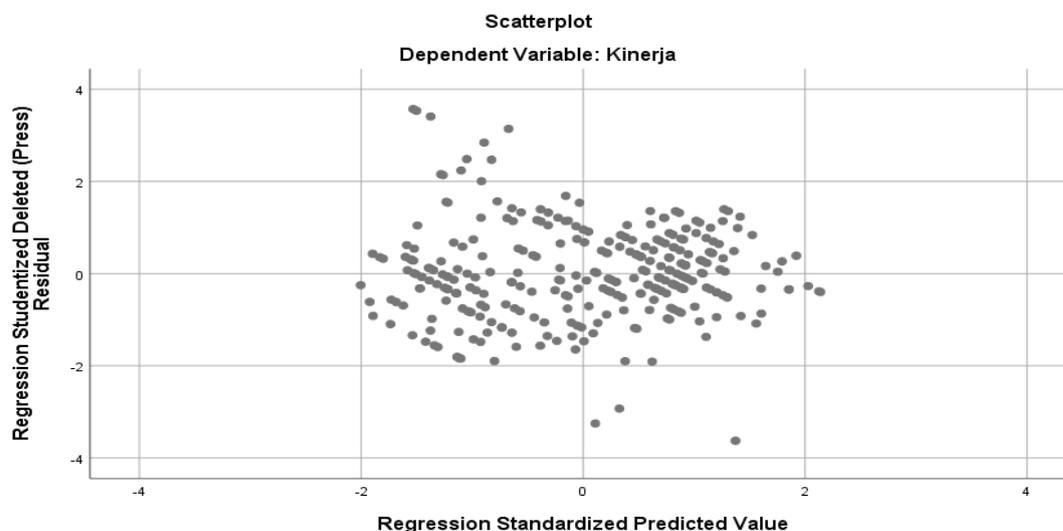
Autocorrelation Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson R Square Change	Durbin-Watson
1	.750 ^a	.563	.557	3.755	.563	1.738

- Predictor (costant) : Satisfaction, Motivatio, Teache Prosession, Finacial Compensation
- Dependent Varaibel : Performance

in this section the results of the durbin watson autocorrelation test are 1.738, it can be concluded that the regression model has no autocorrelation problem

Heteroscedasticity Test



Scatterplot Graph The figure

This analysis shows that the points are randomly distributed and a certain line pattern is not formed, meaning that the data is spread above 0 and below 0 so that this model is free from heteroscedasticity.

Multiple Regression Analysis

Descriptive Statistics

	Mean	Std. Deviation	N
Performance	30.43	5.641	300
Satisfaction	32.86	7.595	300
Motivation	32.99	7.301	300
Teacher Profession	36.03	6.883	300
Providing Financial Compensation	30.01	5.423	300

1. The average performance with 300 data is 30,43 with a standard deviation of 5,641
2. Average The average satisfaction with 300 data is 32.86 with a standard deviation of 7.595
3. The average motivation with a total of 300 data is 32.99 with a standard deviation of 7.301
4. The professional average of teachers with a total of 300 data is 36.03 with a standard deviation of 6.883
5. The average providing financial compensation with 300 data is 30, 01 with a standard deviation of 5.423

T Test

Model		Unstandardized Coefficients				Collinearity Statistics	
		B	Std. Error	t	Sig.	Tolerance	VIF
1	(Constant)	3.409	1.497	2.277	.023		
	Satisfaction	.061	.031	1.977	.049	.863	1.159
	Motivation	.139	.039	3.519	.001	.571	1.753
	Teacher Profession	.129	.035	3.644	.000	.793	1.261
	Providing Financial Compensation	.526	.054	9.748	.000	.550	1.818

Dependent Variable : Performance

- a. The satisfaction variable (X1_{partially})** positive and significant effect ($t_{\text{count}} \text{ satisfaction } 1.977 > t_{\text{table}} < 1.65$ and 0.05 on the (performance) *of private teachers in Tangerang City*)
- b. Motivation variable X2** positive and significant effect ($t_{\text{count}} \text{ value of } 3.519 \text{ motivation } > t_{\text{table}} 1.65$ and < 0.05 on (Performance) *on private teachers in Tangerang City*)
- c. Teacher Profession Variable (X3_c)** positive and significant effect ($t_{\text{count}} \text{ of teaching profession } 3.644 > t_{\text{table}} < 1.65$ and 0.05 on (Performance) *on private teachers in Tangerang City*)
- d. Providing Financial Compensation Variable (X4_s)** positive and significant effect ($t_{\text{value}} \text{ Compensation } 9.748 > t_{\text{table}} 1.65$ and < 0.05 on (Performance) *on private teachers in Tangerang City*)

F Test

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5354.963	4	1338.741	94.925	.000 ^b
	Residual	4160.423	295	14.103		
	Total	9515.387	299			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Pemberian Kompensasi Finansial, Kepuasan, Profesi Guru, Motivasi

In the F test, the calculation result is 94.925 with a significance value of 0.000, so F count is greater than F table or $94.925 > 3.87$ or a significance level of $0.000 < 0.05$, meaning simultaneously between satisfaction, motivation, profession, compensation for teacher performance

Coefficient of Determination Test (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.750 ^a	.563	.557	3.755

a : Prdictors (constant) : Satisfaction, Motivation, Teacher Profession, Providing Financial Compensation

b: Dependent Variable : Performance

based on calculations using SPSS performance variance can be explained by motivational satisfaction, profession, financial compensation, which is 56.3% and the remaining 43.7% comes from other variables.

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