

The Influence of Teacher Performance and Work Discipline on Compensation at MA Yaspi Cantayan, Sukabumi Regency

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ABSTRACT

This research was conducted at MA YASPI Cantayan, Sukabumi Regency. to determine the Influence of Teacher Performance and Work Discipline on Compensation. This study uses the Survey method. The population in this study were MA YASPI Cantayan Teachers, Sukabumi Regency with a sample size of 30 people. Based on the influence of Teacher Performance and Work Discipline on Compensation, it can be shown by the correlation value of R Square = 0.400 which is between 0.40-0.599, meaning it has a moderate relationship, a positive relationship which means that if Teacher Performance and Work Discipline are higher, compensation will also rise. The coefficient of determination value is 40.0%, indicating that other variables not included in this study have an influence on the remaining 60.0%. This indicates that the role of work discipline (X2) and teacher performance (X1) on compensation (Y) is 40.0%. Based on the research results, the regression equation $Y = 0.157 + (0.079) X1 + (0.599) X2$ is obtained if the constant coefficient is 0.157, meaning that if the Teacher Performance variable (X1) and Work Discipline (X2) or the variable is stated as 0, then the Teacher Performance value (Y) is 0.157. The coefficient $\beta_1 = 0.079$ indicates that a one-time rise in Teacher Performance will result in a 0.079 increase in Compensation value. $\beta_2 = 0.599$ shows that a ten fold increase in work discipline will result in a 0.599 increase in the teacher performance rating

INTRODUCTION

In the world of education, both public and private, Teachers play a crucial role and have a lot of influence over the learning process. Effective and efficient delivery of lesson materials is a must for professional teachers in order for students to grasp and absorb the information that is being imparted to them during the learning process. Teachers are also required to master learning strategies so that the learning process in the classroom is exciting and enjoyable, besides that teachers are also expected to be disciplined in carrying out their duties as educators. Performance and discipline are also determinants of compensation for each teacher, so if the teacher's performance and work discipline are good, the compensation that will be obtained will also be appropriate.

LITERATURE REVIEW

Performance

Performance is the final result or work ability of a person or group of people on a job at a certain time. The form of performance can be the final result or product of goods and services, form of behavior, competency skills, facilities, specific skills that contribute to the achievement of the overall goals of the organization. The dimensions of Teacher Performance are: (1) Punctuality (2) Quality / Conformance (3) Work Productivity.

H1: company performance with positive NPM proxy is not significant (p-value 0.5031). This result is supported by the research of Iqbal and Shehzad (2010). In Equation VI it is shown that NPM has a positive and significant effect at the 10% level. Bonuses which are one form of compensation are determined by the good performance of employees.

Discipline

Work discipline is a set of guidelines established by an organization's management, accepted by the capital owners or board of commissioners, accepted by the labor union, and made known by the labor department. The organization is then established and built by a succession of actions that exhibit the values of compliance, obedience, regularity, and order. Members are then obliged to follow these rules with a sense of delight. Workplace discipline consists of two components: (1) work responsibility and (2) timeliness.

H2: The results of the moderation test indicate that compensation is a homologizer moderation variable. In other words, compensation can be stated as a variable that has the potential to be a moderating variable. The interaction between work discipline and compensation has not been able to strengthen the influence of work discipline on employee performance in this company. This condition can occur because compensation and work discipline are not yet a single entity that has a close relationship with each other. This is indicated by the insignificant influence of compensation on employee performance. Employees consider that discipline in work is an obligation that will be given a reward (compensation according to their rights. Although the theory presented by (Mondy & Martocchio, 2016) states that compensation is one of the factors that will encourage workers to produce better work; when pay is awarded in accordance with mutual agreements and regulations, it is regarded as reasonable and

well-received by staff.

As a result, salary adjustments will not significantly affect how well employees perform.

Compensation

Compensation is all income in the form of money, goods directly or indirectly received by employees as compensation for services provided to the company. The dimensions of compensation are: (1) Direct compensation (2) Indirect compensation

H3: Individual compensation has a significant influence on teacher performance. Even in Raden Lestari's research (2011) it was emphasized that the compensation variable is the variable that has the strongest influence on teacher performance.

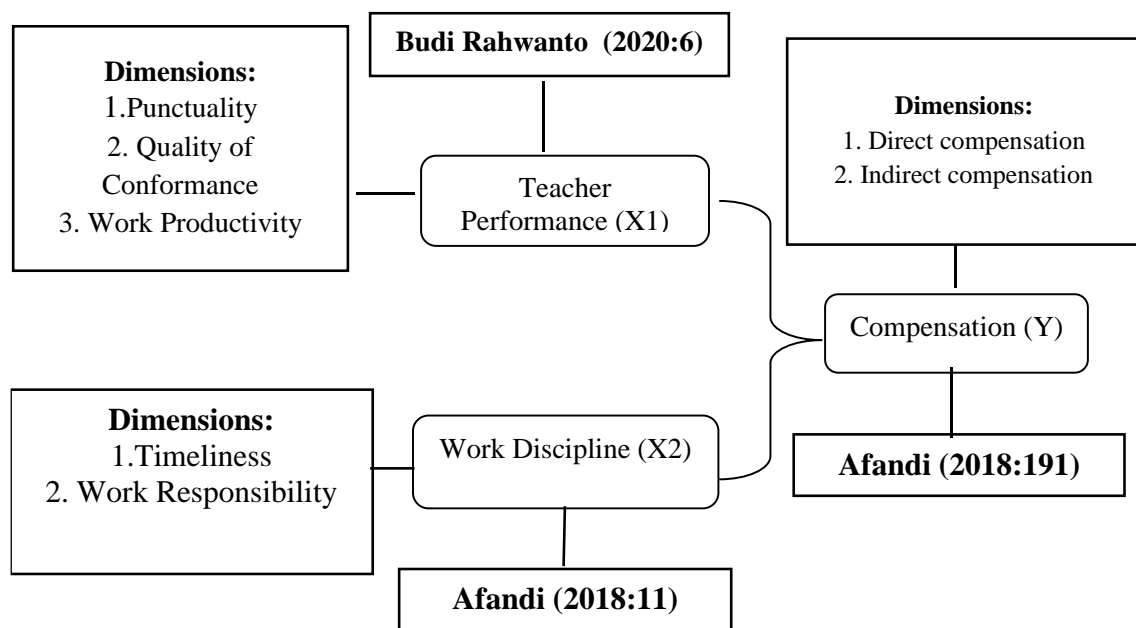


Figure 1. Research Framework
Source: Processed by Myself (2024)

Based on the description above, which is then described in the research framework, the Influence of Teacher Performance and Work Discipline on Compensation can be seen.

METHODOLOGY

Because the research data in this study are numerical and the analysis is statistical, quantitative methodologies are used. Because quantitative research methods are grounded in positivism, are employed to study specific populations and samples, collect data using research instruments, and analyze data quantitatively or statistically in order to test pre-existing hypotheses, they can be understood as positivistic methods. The Survey approach is employed in this investigation. With a sample size of 30, the study's population consisted of MA YASPI Cantayan Teachers in the Sukabumi Regency.

RESULTS AND DISCUSSION

Result

Reliability Test

Reliability Test is conducted on question items and those that are declared valid. This test is used to measure a questionnaire that is a variable of a variable or construct. A questionnaire is said to be reliable if a person's answer to the statement is consistent or stable over time. A variable is said to be reliable if it has a Cronbach's alpha > 0.60.

Reliability test of the Teacher Performance variable instrument (X1), this test can be carried out using the assistance of IBM SPSS Statistics, then the Cronbach's Alpha value is obtained as follows:

Table 1. Results of Reliability Test of Teacher Performance Variables

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
.631	7

It is possible to conclude that the Supervision variable is reliable because $0.631 > 0.60$ and the Teacher Performance variable items are appropriate for use as a research measuring tool based on table 4.5 above, which displays the results of the reliability test. The Teacher Performance variable has seven statement items and a Cronbach's Alpha value of 0.631.

Reliability test of the Work Discipline variable instrument (X2), this test can be done using the assistance of IBM SPSS Statistics, then the Cronbach's Alpha value is obtained as follows:

Table 2. Results of the Work Discipline Variable Reliability Test

Case Processing Summary		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
.935	6

The Work Discipline variable has a Cronbach's Alpha value of 0.935 and six statement items, according to table 2 above, which indicates the reliability test results. Based on this, it can be concluded that the Motivation variable is stated as reliable because $0.935 > 0.60$ and the Motivation variable items are appropriate for use as a research measuring instrument.

Reliability test of the Compensation variable instrument (Y), this test can be done using the help of IBM SPSS Statistics, then the Cronbach's Alpha value is obtained as follows:

Table 3. Results of the Compensation Variable Reliability Test

Case Processing Summary		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
.658	4

The Compensation variable is stated as reliable because $0.658 > 0.60$ and the Compensation variable items are appropriate for use as a research measuring tool, according to table 3 above, which displays the reliability test results. The Compensation variable has four statement items and a Cronbach's Alpha value of 0.658.

Validity Test

A questionnaire's validity is evaluated using the Instrument Validity Test. If the answers to the questionnaire's questions can provide insight into an issue that the questionnaire is intended to measure, it is considered legitimate. The author in this instance employs construct validity testing for instrument validity testing. Following data tabulation, item analysis is used to verify construct validity by correlating item scores with the overall score. The Product Moment correlation algorithm is then used to each instrument item to establish a correlation. The item is deemed legitimate if the correlation coefficient is more than 0.3, according to the validation requirements. Wiratna Sujarweni (2015:165).

Discussion

You can go into more academic detail about your results in this section. Instead of entering numbers relevant to your statistical tests here, you must provide an explanation for those numbers. You must organize your talk using scholarly references supporting your research and a clear justification relevant to the particular topic you are studying.

The validity test of the Teacher Performance variable instrument (X1) was conducted on 3 dimensions of the 7 Supervision indicators using the Computer Program SPSS calculation of the Pearson correlations bivariate analysis. Based on these calculations, the validity test of the instrument can be seen in the table below:

Table 4. Teacher Performance Variable Validity Test Results

Pernyataan	Nilai Hitung	koefisien korelasi	Keterangan
1	0,507	0,3	Valid
2	0,440	0,3	Valid
3	0,420	0,3	Valid
4	0,524	0,3	Valid
5	0,459	0,3	Valid
6	0,462	0,3	Valid
7	0,530	0,3	Valid

Based on table 4 above, it shows the results of the validity test of 7 statement items, that all statements are declared valid or the calculated value is > 0.3 , and all statements can be used as a measure of what is to be measured, namely measuring the Teacher Performance variable.

The validity test of the Work Discipline variable instrument (X2) was carried out on 2 dimensions of 6 indicators using the SPSS computer program calculation of the Pearson correlations bivariate analysis. Based on these calculations, the validity test of the instrument can be seen in the table below:

Table 5. Results of the Work Discipline Variable Validity Test

Pernyataan	Nilai Hitung	koefisien korelasi	Keterangan
1	0,955	0,3	Valid
2	0,827	0,3	Valid
3	0,821	0,3	Valid
4	0,827	0,3	Valid
5	0,955	0,3	Valid
6	0,879	0,3	Valid

Based on table 5 above, it shows the results of the validity test of 6 statement items, that all statements are declared valid or the calculated value is > 0.3 , and all statements can be used as a measure of what is to be measured, namely measuring the Work Discipline variable.

The validity test of the Compensation variable instrument (Y) was carried out on 5 Compensation indicators using the SPSS computer program calculation

of the Pearson correlations bivariate analysis. Based on these calculations, the validity test of the instrument can be seen in the table below:

Table 6. Results of the Compensation Variable Validity Test

Pernyataan	Nilai Hitung	koefisien korelasi	Keterangan
1	0,665	0,3	Valid
2	0,690	0,3	Valid
3	0,755	0,3	Valid
4	0,565	0,3	Valid
5	0,314	0,3	Valid

Based on table 6 above, it shows the results of the validity test of the 5 statement items, that all statements are declared valid or the calculated value is > 0.3 , and all statements can be used as a measure of what is to be measured, namely measuring the Compensation variable.

Normality Test

Normality Test according to Ghozali (2020:61) the normality test aims to determine whether in the regression model, the interfering variables or residuals have a normal distribution. It is concluded that whether in the regression model, the independent variables or both have a normal distribution or not. According to Ghozali (2018:161), in principle, normality can be detected by looking at the distribution of data (points) using the histogram and residuals.

Normal P-P Plot of Regression Standardized Residual

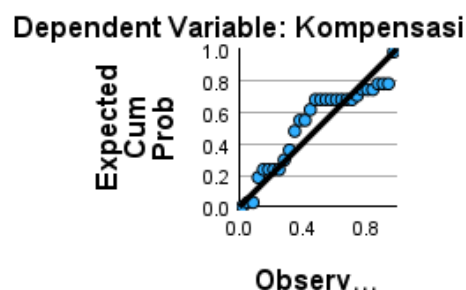


Figure 2. Normality Test Results

Probability Plot Curve (P-Plot)

It is clear from the above image that the histogram graph shows a pattern of normal distribution. The regression normalized residual graph's PP plot, on the other hand, displays points distributed along the diagonal line, with their distribution following it. Thus, since the graph satisfies the normalcy requirement, it may be said that the regression model is practicable to apply

The results of the heteroscedasticity test using the scatterplot graph in the following image:

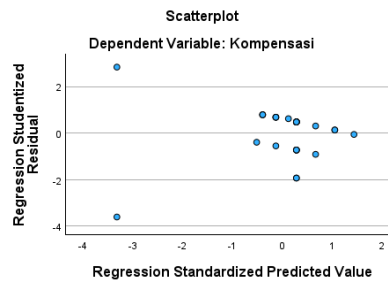


Figure 3. Heteroscedasticity Test Results

It is evident from figure 3 above that the points are dispersed arbitrarily above and below the Y axis zero, indicating that the regression model does not exhibit heteroscedasticity.

The Influence of Teacher Performance and Work Discipline on Compensation Correlation Analysis of Teacher Performance to Compensation

Pearson correlation coefficient analysis is an analysis to measure how strong and weak the relationship and direction are between variables, both variables are measured with an interval scale. If the significance value < 0.05 then it is stated as correlated and if the significance value > 0.05 then it is stated as uncorrelated.

To find out how big the relationship is between the Teacher Performance variable (X1) and Compensation (Y), it can be seen from the results of the correlation analysis using the IBM SPSS Statistics Program, which can be seen in the table below:

Table 7. Correlation Analysis Results Teacher Performance Against Compensation

Correlations			
		Kinerja Guru	kompensasi
Kinerja Guru	Pearson Correlation	1	.518
	Sig. (2-tailed)		.001
	N	30	30
kompensasi	Pearson Correlation	.518	1
	Sig. (2-tailed)	.001	
	N	30	30

Source: SPSS Data Processing (2024)

Based on the results of the analysis in the table above, it can be concluded that the correlation value of Teacher Performance (X1) with Compensation (Y) is $r = -0.001$, which means that there is a relationship between Teacher Performance and compensation because $0.001 < 0.005$, and is positively related to the Degree of Correlation Relationship is 0.518, which means that if Teacher Performance is not implemented, it will have an impact on Compensation, especially at MA YASPI Cantayan, Sukabumi Regency.

Correlation Analysis of Work Discipline on Compensation

To find out how big the relationship is between the Work Discipline variable (X2) and Compensation (Y), it can be seen from the results of the correlation analysis using the help of IBM SPSS Statistics, which can be seen in the table below:

Table 8. Correlation Analysis Results Work Discipline to Compensation

		disiplin kerja	Kompensasi
disiplin kerja	Pearson Correlation	1	.383
	Sig. (2-tailed)		.002
	N	30	30
Kompensasi	Pearson Correlation	.383*	
	Sig. (2-tailed)	.002	
	N	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

Source: SPSS Data Processing (2024)

Based on the table above, it can be concluded that the correlation value between Work Discipline (X2) and Compensation (Y) is $r = 0.002$, which means that there is a relationship between Work Discipline and compensation because $0.002 < 0.005$, and Work Discipline is positively related to Compensation with a Low Correlation Degree of 0.383, which means that if Work Discipline is not implemented, it will have an impact on Compensation, especially at MA YASPI Cantayan, Sukabumi Regency.

Coefficient of Determination

The coefficient of determination basically indicates how far the model can apply fluctuations in independent variables, according to Ghozali (2018:97). A low value indicates that the independent variables' capacity to explain changes in the dependent variable is severely constrained. When a value detects one, it means that the independent variables supply almost all of the information needed to predict changes in the dependent variable.

The results of the determination coefficient test can be seen in the table below:

Table 9. Results of the Determination Coefficient Test the Effect of Teacher Performance and Work Discipline on Compensation

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.633 ^a	.400	.356	14.448

a. Predictors: (Constant), Disiplin Kerja, Kinerja Guru
 Source: SPSS Data Processing (2024)

According to the above table, the R Square value is 0.400, meaning that 40.0% of performance is impacted by motivation and supervision, while the remaining 60.0% is influenced by other factors that were not investigated in this study.

CONCLUSION AND RECOMMENDATION

Conclusion

Based on the findings of the author's study at MA Yaspi Cantayan, Sukabumi Regency, on the relationship between teacher performance and work discipline and compensation. As a result, the writer draws the following conclusions:

1. The following are the findings of the research on teacher performance variables (X1), work discipline (X2), and compensation (Y):
 - a. Predicted on the findings of the investigation about the three-dimensional Teacher Performance variable, as assessed by seven indicators. When respondents believe all seven indications to be good (agree).
 - b. Predicted on the outcomes of the two-dimensional Work Discipline variable assessment, which is gauged by six indicators. When respondents believe all six characteristics to be good (agree)
 - c. Predicted on the findings of the two-dimensional Compensation variable evaluation, which is quantified by five indicators. When respondents believe all five factors to be good (agree).
2. The Teacher Performance variable has a moderately positive correlation with Compensation, as indicated by the correlation value of $r = 0.518$, which places it between the range of values of 0.40 and 0.599. If Teacher Performance is increased, Compensation will increase to the maximum extent possible, particularly in MA YASPI Cantayan, Sukabumi Regency.
3. The correlation value between the Work Discipline variable and Compensation is $r = 0.383$, indicating that the relationship is between values 0.20 - 0.399 and has a low relationship nature with a positive nature. This implies that an increase in Work Discipline will result in an increase in Compensation, particularly in MA YASPI Cantayan, Sukabumi Regency.
4. Based on the influence of Teacher Performance and Work Discipline on Compensation, it can be shown by the correlation value of R Square = 0.400 which is between the values 0.40 - 0.599 which means it has a moderate relationship, the nature of the relationship is positive which means that if Teacher Performance and Work Discipline are higher then compensation will also increase. The determination coefficient value is 40.0% which means that the magnitude of the Role of Teacher Performance (X1) and Work Discipline (X2) on Compensation (Y) is 40.0% and the remaining 60.0% is influenced by other variables not examined in this study. Such as Principal Supervision, Leadership Style, and needs. Based on the results of the study, the regression equation $Y = 0.157 + (0.079) X1 + (0.599) X2$ was obtained if the constant coefficient is 0.157, meaning that if the variables Teacher Performance (X1) and Work Discipline (X2) or the variables are stated as 0 then the value of Teacher Performance (Y) is 0.157. Coefficient $\beta_1 = 0.079$,

indicating that the Compensation value will rise by if Teacher Performance increases by a factor of ten.

5. $0.079\beta_2 = 0.599$ indicates that the Teacher Performance value will rise by 0.599 if Work Discipline is improved by a factor of 10.

Recommendation

Based on the results of the study, discussion and conclusions, there are several suggestions that the author can convey, including:

1. For Teacher Performance, Work Discipline and Compensation.
 - a. It is recommended to carry out the performance and responsibilities that have been given well so that they can be more enthusiastic so that they affect the form of compensation to be more optimal.
 - b. It is recommended that Work Discipline be given more attention and improved again, so that compensation can be improved to be better.
 - c. Compensation is the result or wages of a performance that is carried out. It is better for Educational Institutions to pay more attention, because this is included in sensitive matters for employees. If the compensation is given appropriately, the performance of teachers/employees can be better again.
2. It is recommended for MA YASPI Cantayan Sukabumi Regency to always improve in the aspect of compensation so that teacher performance can be improved to be better.
3. It is advised that by keeping an eye on the limitations found in schools, the appropriateness of the teaching schedule, and the rules as established, MA YASPI Cantayan Sukabumi Regency can preserve and enhance work discipline. In terms of overall recommendations, there is some, but not much, influence from teacher performance and work discipline on compensation in this instance. At a 40.0% percentage level, other factors including needs, supervision, and leadership style that were not studied in this study have an impact on the remaining 60.0%. It is hoped that in order to make the MA YASPI Cantayan Sukabumi Regency Educational Institution even better, it will apply work discipline, teacher compensation, and performance further.

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