

THE EFFECT OF MOTIVATION, WORK ETHOS AND WORK DISCIPLINE ON TEACHER WORK PRODUCTIVITY AT MADRASAH IBTIDAIYAH NEGERI (MIN) BINJAI

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Abstract

Madrasah Ibtidaiyah (MI) is the most basic level educational institution which is a continuation of the Raudhatul Athfal (RA) or Kindergarten (TK) level in formal education in Indonesia, which is managed by the Ministry of Religion. The problem is whether partially and simultaneously Motivation, Work Ethic and Work Discipline on Teacher Work Productivity. The technique in the research was carried out by means of a questionnaire by distributing a list of questions to respondents as many as 40 teachers. The research shows that the Fcount value is 544.007 with a significant level of 0.00. Because $F_{count} 544.007 > F_{table} 2.87$ and the significant probability is much smaller than 0.05, namely $0.00 < 0.05$, the regression model can be said that Work Motivation, Work Ethic, Work Discipline simultaneously and significantly affects Work Productivity. The results of the work motivation variable test $t_{count} 2.064 > t_{table} 1.688$ with a significant $0.046 < 0.05$, meaning that partially there is a positive and significant effect of Work Motivation on Work Productivity. The results of the work ethic variable test, the value of $t_{count} -3.848 < t_{table} 1.688$ with a significant $0.000 > 0.05$, meaning that it is partially influential but not significant on work ethics on work productivity. The result of the work discipline variable test, $t_{count} 4,912 > t_{table} 1,688$ with a significant $0,000 > 0.05$, meaning that partially there is a positive and significant influence of Work Discipline on Work Productivity. While the adjusted R square is 0.977, this means that 97.8% of the variation in Work Productivity can be explained by the independent variable Work Motivation, Work Ethic, Work Discipline, while the rest ($100\% - 97.7\% = 2.3\%$) can be explained by other independent variables.

Keywords: Work Motivation, Work Ethic, Work Discipline and Work Productivity

A. INTRODUCTION

Human resources (HR) is the sharpest spotlight in an educational institution. Humans as a skilled resource are needed in various fields, because they are the demands of the global

world, which must keep up with existing developments. An agency needs to manage and productively utilize the human resources (HR) in it.

Teachers are a human resource component of a key element in educational institutions, a component within educational institutions that is very supportive of improving the quality of education. The quality of human resources in an agency can be measured by looking at the level of work productivity.

Productivity is the effectiveness of achieving maximum performance, namely the achievement of targets related to quality, quantity and time (Husein, 2010, p. 81). The use of appropriate resources will help educational organizations to achieve effectiveness and efficiency which is characterized by high productivity. As effectiveness is related to the achievement of maximum work in terms of achieving targets related to quality, quantity and time. Meanwhile, efficiency is concerned with comparing inputs with their actual use or how the work is carried out (Sedarmayanti, 2010, p. 122).

There are several factors that affect a person's work productivity, including motivation. Motivation comes from the word motive which is defined as a driving factor that influences humans to act or a force within humans that causes humans to act ((Manulang, 2012, p. 158). Work motivation is something that creates a boost or morale in short, work motivation is a booster for morale. Human resources that are based on strong motivation will improve their abilities and build the character of human resources so that the human resources concerned will have the maximum influence on work capacity and attitudes that reflect their work productivity. Manulang's opinion suggests that motivation can affect work productivity. In a study conducted by Yusuf Hamali (2013) motivation has a positive effect on work productivity. Based on this hypothesis, it can be seen that this motivation is needed by someone to increase their activity.

Besides motivation, it affects the productivity of one's work ethic. Work ethic is a set of positive work behaviors rooted in strong cooperation, fundamental beliefs, accompanied by total commitment to an integral work paradigm. A high work ethic must be possessed by every employee because every organization really needs hard work and high commitment from each employee, otherwise the organization will find it difficult to develop, and win the competition in seizing its market share. Every organization that always wants to move forward, will involve members for its performance, including that every organization must have a work ethic. Individuals or community groups can be stated to have a high work ethic. The work ethic possessed by a person or community group will be a source of motivation for their actions (Sinamo, 2011, p.75).

The opinion of Sinamo (2011) suggests that the ethos possessed by each employee is to become a source of motivation for their actions. In research conducted by Inggri Krisnamurti (2012), the results of work ethic have a positive effect on employee productivity.

Madrasah Ibtidaiyah (MI) is the most basic level education institution which is a continuation of the Raudhatul Athfal (RA) or Kindergarten (TK) level in formal education in Indonesia, which is managed by the Ministry of Religion. According to Fathurrohman, explaining that madrasahs are places of learning that bring changes in knowledge (cognitive), understanding (affective) and skills (psychomotor) and the values that exist in

students (Fathurrohman & Sulistyorini, 2012. p.1). In order for the vision and mission of the Binjai State Madrasah Ibtidaiyah (MIN) education institution to be achieved, the productivity of teachers must be good. The productivity of the teacher's work at Madrasah Ibtidaiyah Negeri (MIN) Binjai will be good if each teacher does the job optimally.

Based on the author's preliminary observations with teachers at the Binjai Public Madrasah Ibtidaiyah (MIN). Whereas from the results of the author's observations based on observations made during the pre-survey period by giving several statements to employees, there is a phenomenon related to work motivation at the Binjai State Madrasah Ibtidaiyah (MIN) education institution.

The need for achievement really motivates the teacher to work harder so that he can get a large income to meet all his needs. However, in reality there is still low motivation to work well, which is indicated. Teachers tend not to motivate themselves because when they have achieved high work performance they do not get appreciation for their work, causing teachers to be lazy to motivate themselves. Furthermore, the indicator of the need for power is very difficult to find because there is no encouragement for teachers to work excellently because the head of the madrasah does not provide guidance and motivation to teachers. So that the teacher is lazy to motivate himself

Then, based on the results of the pre-survey on teachers at MIN Binjai, it can be stated that the phenomenon at MIN Binjai is related to work ethics, namely as follows:

The work ethic at Madrasah Ibtidaiyah Negeri (MIN) Binjai from the most respondents was those who said no in statement no. 2 with a percentage of 62.5%, namely a total of 25 teachers and in statement number 4 with a percentage of 72.5% with a total of 29 teachers, so it can be concluded that the work ethic phenomenon is the work indicator is a mandate and the work indicator is indicated art. Teachers tend not to be able to work responsibly because all teacher administrative duties are not done properly, so it is indicated that they have not been working actively.

Teachers tend not to be motivated and less motivated to develop their creativity and knowledge. Because teachers are less creative in the teaching and learning process (PBM). This shows that there are still teachers who do not use learning media to support the teaching and learning process (PBM). It can be concluded that student activeness to learn can be generated through teacher creativity in motivating students to learn, so it is important for teachers to motivate themselves to work creatively.

Then based on observations by researchers it can be stated that the phenomenon that occurs in the Binjai State Madrasah Ibtidaiyah (MIN) education institution is related to work discipline, namely pay attention to the principal of the madrasah who tends not to impose penalties on teachers who do not come to work, this is seen as an increase in teacher absence so that indicated low teacher discipline. The principal of madrasah tends to be indecisive because the head of the madrasah does not impose penalties on teachers who violate the rules so that the teacher is not disciplined. The description of the pre-survey table recapitulation and the observation table above shows that teacher work productivity is still low. Due to inefficiency of work.

Based on the description and phenomena above, the authors are interested in conducting research with the title "The Influence of Motivation, Work Ethic and Work Discipline on Teacher Work Productivity at the Binjai Public Madrasah Education Institution (MIN)".

B. METHOD

The method used in this research is descriptive research with a quantitative approach that aims to reveal what it is. According to Arikunto, he revealed that descriptive research was not intended to test certain hypotheses, but only described what it is about a variable (Arikunto, 2005. p. 26). According to Arikunto, with quantitative research, many are required to use numbers, starting from data collection, interpretation of the data, and the appearance of the results. So it can be concluded that quantitative descriptive research in this research is to see, review and describe in numbers about the object under study as it is and draw conclusions about it according to the phenomena that appear at the time the research was conducted. (Arikunto, 2006. p. 12).

According to Rusiadi, Subiantoro and Hidayat. Associative / quantitative research is a study that aims to determine the degree of relationship and the pattern / form of influence between two or more variables, where this research will build a theory that functions to explain, predict and control a symptom "(Rusiadi dkk., 2016. p. 12).

This research was conducted at Madrasah Ibtidaiyah Negeri (MIN). Fish Bawal Street No.6, Tanah Tinggi Village, Binjai Timur District, Binjai City.

C. RESULT AND DISCUSSION

1. Work Productivity

a. Definition of Work Productivity

Produktivitas berasal dari bahasa Inggris "product" yaitu hasil, dan "production" yaitu kegiatan atau proses memproduksi sesuatu. Selanjutnya, "productive" yang berarti menghasilkan, dan "productivity" yaitu kemampuan menghasilkan sesuatu. Perkataan itu di gunakan dalam bahasa Indonesia menjadi produktivitas.

Work productivity is the ratio between the results of a labor job and the sacrifices that have been spent. Meanwhile, according to Sinungan in Afifudin, productivity is defined as the relationship between tangible or physical results (goods or services) and the actual entry. (Afifudin, 2014. p. 219).

From the opinion of the experts above, the researcher concludes that work productivity is very important for employees in the company, with work productivity it is expected that work will be carried out efficiently and effectively so that all of this is ultimately necessary in achieving the stated goals.

b. Factors Affecting Work Productivity

Factors that affect work productivity according to Sedarmayanti (Afifudin, 2014. p.229).

1) Work Motivation

- 2) Work Discipline
 - 3) Work Ethic
 - 4) Education
 - 5) Skills
 - 6) Management
 - 7) Pancasila Industrial Relations by:
 - 8) Income Level
 - 9) Nutrition and Health
 - 10) Social Security
 - 11) Work Environment and Climate
 - 12) Means of Production
 - 13) Technology
 - 14) Achievement Opportunity
- c. Work Productivity indicator

According to Sutrisno, to measure work productivity, an indicator is needed, namely as follows:

- 1) Ability
- 2) Increase the results achieved
- 3) Morale
- 4) Self-development
- 5) Quality
- 6) Efficiency (Sutrisno, 2016. p. 104)

2. Work Motivation

a. Definition of Motivation

Motivation (motivation) from Latin, *movere*, means "to move" (to move). According to Ricardianto, he said the motivation was from another word "movere" which was "impulse or driving force". Motivation is also defined as a power resource that drives and controls human behavior (Ricardianto, 2018. p. 119). It can be concluded that what is meant by motivation in this study is a process that takes into account intensity (intensity), direction (direction) and persistence (persistence) in an effort to achieve goals.

b. Factors Affecting Work Motivation

According to Kadarisman, motivation as a psychological process in a person will be influenced by several factors. These factors can be divided into internal factors and external factors (Kadarisman, 2012. p. 296).

1) Internal Factors

Kadarisman stated that the internal factors that influence motivation in a person include:

- a) Personal maturity
- b) Education Level
- c) Personal wishes and expectations.
- d) Needs are getting bigger
- e) Fatigue and Boredom
- f) Job satisfaction (Kadarisman, 2012 p. 287)

2) External Factors

a) External factors that also influence a person's work motivation include:

- b) Type and nature of work
 - c) The work group that a person joins
 - d) Organization where work
 - e) Environmental situation.
 - f) Rewards system
- c. Work Motivation Indicators
- Work motivation indicators consist of :
- 1) Need for Achievement
 - 2) Need for Affiliation
 - 3) Need for Power

3. Work Ethic

a) Definition of Work Ethic

Basically, work ethic is a combination of the word ethics which means the knowledge of what is good, what is bad and about moral rights and obligations. This understanding arises considering that ethics comes from the ancient Greek "ethos" which means customs, ways of thinking, morals, attitudes, dispositions, ways of acting. Then derived the word "ethics" (English), *ethics* (Indonesia).

Sinamo defines that work ethic is a set of positive employee work behaviors that are formed from good cooperation, a firm belief in the truth, accompanied by a strong commitment to a good work paradigm. The term paradigm here means how work itself which includes governing principles, driving values, good attitudes, standards to be achieved by employees, including the main character. Good basic good thoughts, code of ethics, moral code, and code of conduct for employees (Sinamo, 2011. p. 35).

Based on the above statement, it can be concluded that work ethic is the morale that a person has when working according to the provisions, responsibilities, and high commitment so that the work will be completed optimally. Employees with a high work ethic will have high morale and will achieve organizational goals.

b. Factors Affecting Work Ethic

The factors that influence work ethic, among others (Priansa & Suwatno, 2016. p. 285):

1) Internal Factors

Internal factors that affect work ethic consist of:

- a) Religion
- b) Education
- c) Motivation
- d) Age
- e) Gender

2) External Factors

External factors that affect work ethic consist of:

- a) Culture
- b) Social and Political
- c) Environmental Conditions (Geographical)
- d) Economic Structure
- e) Welfare Level
- f) Development of Other Nations

c. Work Ethic Indicator

The indicators measure work ethic as follows (Sinamo, 2011. p. 45):

- 1) Work is a gift
- 2) Work is a mandate
- 3) Work is a calling
- 4) Work is actualization
- 5) Work is worship
- 6) Work is an art
- 7) Work is honor
- 8) Work is service

4. Work Discipline

a. Definition of Work Discipline

The term discipline (discipline) is defined as being orderly, obeying or controlling behavior, self-control, self-control. Discipline is interpreted as a form of obedience and self-control that is rational, conscious, does not impose feelings so that it is not emotional.

Discipline is the most important HR operative function because the better the employee discipline, the higher work performance they can achieve. In addition, discipline tries to prevent damage or loss of property, machinery, equipment, and work equipment caused by carelessness, joking or theft. (Hasibuan, 2013. p. 193).

Discipline is important to move employees to follow and comply with work guidelines, the rules that have been outlined by the company (Mangkunegara, 2013. p. 129).

From the opinion of the experts above, it can be concluded that work discipline is important in any organization or company to build the nature of responsibility for the work done.

b. Factors Affecting Work Discipline

Factors that affect work discipline include:

- 1) The size of the compensation
- 2) Whether there is exemplary leadership in the company
- 3) Whether there are definite rules that can be used as guidance
- 4) Leadership courage in taking action
- 5) Whether there is leadership supervision or not.
- 6) Whether there is concern for employees (Sutrisno, 2016. p. 89)

c. Work Discipline Indicators

Work discipline indicators are as follows:

- 1) Goals and Capabilities
- 2) Leadership Example
- 3) Remuneration
- 4) Justice
- 5) Waskat (attached supervision)
- 6) Sanctions / Punishment
- 7) Assertiveness
- 8) Human Relations (Hasibuan, 2013. p. 194)

5. Validity Test and Reliability Test

The validity test to determine the feasibility of the items in the questionnaire that has been given to the respondent requires a validity test to measure whether a questionnaire is valid or not. If each question has a value of > 0.30 the question is declared valid (valid).

In the Table of Validity Test Results, the product correlation coefficient value of the product moment the score of each question item with the total of all the questions is shown in the corrected item total correlation column. From the data, all coefficient values exceed 0.30, this can be stated that all the questions and scores obtained are valid (valid).

Reliability shows the accuracy and consistency of the measurement. Consistent if several measurements on the same subject obtained results that are not different. The reliability test will be able to show the consistency of the respondent's answers in the questionnaire. This test is carried out after the validity test and what is tested is a valid question.

Reliability test (reliability) to determine the stability and consistency of respondents in answering the items related to the constructs of questions arranged in a questionnaire form. The reliability of a variable construct is said to be good if it has a Cronbach's Alpha value > 0.60 .

In the Table of Reliability Test Results, there is a cronbach's alpha of 0.984 with a greater value > 0.60 so it can be concluded that the construct of the question that has been presented to the respondent consists of 39 items, both in the Work Motivation variable (X1), Work Ethic (X2), Work Discipline (X3) and Work Productivity (Y) are reliable or reliable.

6. Hypothesis Testing

a. Unison Effect test (simultant)

Basically, the F-test shows all the independent variables included in the model have a joint influence (simultaneously) the independent variable (X) on the dependent variable (Y).

The calculated F value will be compared with the F table value, the criteria for decision making are as follows:

Accept H_0 (Reject H_1) if $F_{count} < F_{table}$ on Sig $F > \alpha$ 5%

Reject H_0 (Accept H_1) if $F_{count} > F_{table}$ at Sig $F < \alpha$ 5%

Table of Test Results F

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4486,411	3	1495,470	544,007	,000 ^b
	Residual	98,964	36	2,749		
	Total	4585,375	39			
a. Dependent Variable: WORK PRODUCTIVITY						
b. Predictors: (Constant), WORK DISCIPLINE, WORK ETHOS, MOTIVATION						

Source processing for SPSS version 20.00

Based on the F test results table, that the F test results in an F count of 544.007 with a significant level of 0.00. Because $F_{count} 544.007 > F_{table} 2.87$ and the significant probability is much smaller than 0.05, namely $0.00 < 0.05$, the regression model can be said that Work Motivation, Work Ethic, Work Discipline simultaneously and significantly affects Work Productivity.

According to Kutner, Nachtsheim and Neter, (2010: 85) Regression analysis is a data analysis technique in statistics which is often used to study the relationship between several variables and predict a variable.

Multiple Linear Regression Equation Table
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	,263	,862	
	MOTIVATION	,431	,209	,368
	WORK ETHIC	,262	,068	-,261
	WORK DISCIPLINE	,879	,179	,863

a. Dependent Variable: WORKING PRODUCTIVITY (Source processing spss version 20.00)

Based on the Coefficients^a Table, the regression equation is $Y = 0.263 + 0.431 X_1 + 0.262 X_2 + 0.879 X_3$. A constant of 0.263 states that if there is no independent variable (worth 0) then the dependent variable remains the diversification of Work Motivation (X1) of 0.431, Work Ethic (X2) of 0.262, while work discipline (X3) is 0.879.

b. Partial Effect test

The results of the partial effect of the variable work motivation, work ethic, work discipline on work productivity are in the following table:

Coefficients^a

Model		T	Sig.
1	(Constant)	,305	,762
	MOTIVATION	2,064	,046
	WORK ETHIC	3,848	,000
	WORK DISCIPLINE	4,912	,000

a. Dependent Variable: WORKING PRODUCTIVITY (Source processing spss version 20.00)

The t-test shows how much influence the independent variables individually have on the dependent variable. The test uses the following steps:

1) Test the influence of Work Motivation on Work Productivity

Based on the Coefficientsa Table, work motivation tcount 2.064> ttable 1.688 with a significant 0.046 <0.05, meaning that partially there is a positive and significant effect of work motivation on work productivity.

2) Test the influence of Work Ethics on Work Productivity

Based on the Coefficientsa Table, the work ethic value of t count 3.848> t table 1.688 with a significant 0.000> 0.05, meaning that partially a positive and significant effect of work ethic on work productivity

3) Test the effect of Work Discipline on Work Productivity

Based on the Coefficientsa Table, work discipline tcount 4,912> ttable 1,688 with a significant 0,000> 0.05, meaning that partially there is a positive and significant effect of work discipline on work productivity.

c. Coefficient of Determination

The results of the determination test (R2) of the coefficient of determination are in the following table:

Table of Determination Test Results

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,989 ^a	,978	,977	1,658	1,530
a. Predictors: (Constant), WORK DISCIPLINE, WORK ETHOS, MOTIVATION					
b. Dependent Variable: WORK PRODUCTIVITY					

Source processing for SPSS version 20.00

Based on the Table of Determination Test Results, the adjusted R square is 0.977, this means that 97.8% of the variation in Work Productivity can be explained by the independent variable Work Motivation, Work Ethic, Work Discipline, while the rest (100% - 97.7% = 2.3%) can explained by other independent variables.

D. CONCLUSIONS

Based on the results of research and discussion, several conclusions can be drawn as follows:

1. The results of the work motivation variable test tcount 2.064> ttable 1.688 with a significant 0.046 <0.05, meaning that partially there is a positive and significant effect of work motivation on work productivity.
2. The test results of the work ethic variable, the value of tcount 3.848> t table 1.688 with a significant 0.000> 0.05, meaning that partially a positive and significant effect of work ethic on work productivity.

3. The test results of the work discipline variable $t_{count} 4,912 > t_{table} 1,688$ with a significant $0,000 > 0,05$, meaning that partially there is a positive and significant effect of work discipline on work productivity.
4. The test results simultaneously produce the F_{count} value of 544.007 with a significant level of 0.00. Because $F_{count} 544.007 > F_{table} 2.87$ and the significant probability is much smaller than 0.05, namely $0.00 < 0.05$, the regression model can be said that work motivation, work ethic, work discipline simultaneously and significantly influence work productivity.

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