

## THE EFFECT OF WORK ETHOS ON THE TEACHERS PERFORMANCE OF SMP ST. IGNASIUS MEDAN

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### ABSTRACT

The purpose of this study was to determine the effect of work ethic on teacher performance at St. Junior High School. Ignatius Medan. The type of research used in this research is quantitative research. The population in this study were all teachers and employees at SMP St. Ignatius Medan numbered 32 people. The sampling technique in this study used the saturated sample method where all members of the population were used as samples. Based on the results of research and data processing conducted by researchers, it can be concluded that work ethic has a significant influence on teacher performance at SMP St. Ignatius Medan.

**Keywords:** *teachers' performance, work ethos.*

### INTRODUCTION

UU no. 14 of 2005 article 35 states that the workload of teachers includes main activities, namely planning lessons, implementing lessons, assessing learning outcomes, guiding and training students, and carrying out additional tasks. Permendiknas Number 35 of 2010 concerning technical instructions for the implementation of teacher functional positions and their credit scores, states that teacher performance related to the implementation of the learning process includes planning and implementing learning activities, evaluating and assessing, analyzing the results of the assessment, and carrying out a follow-up on the results of the assessment. Thus, it can be concluded that the teacher's performance can be seen from his work behavior in planning learning, implementing learning, and evaluating learning.

Regarding teacher performance, there are several research results, including Hutabarat (2015) found that the performance of high school teachers in Medan City from 143 research subjects 92.31% was in the sufficient category, and the high category was 5.51%. The results of research by Arman et al (2016) found that in general the performance of SMA Negeri Maros teachers still received special attention because they were still in the medium category for all performance dimensions, namely the low category of 15.60%, the medium category 68.50%, and only 15.90 % high category.

The phenomenon of the low performance of teachers as the results of the research above was not much different from the condition of teacher performance in SMP St. Ignatius Medan. In the 2022/2023 learning year, it was found that there were still many teachers who had not submitted learning tools and question banks to the Seri Amal Foundation. The results of the UKG organized by the Seri Amal Foundation for teachers at St. Junior High School. Ignatius Medan on September 30, 2021, obtained the following data:

**Table 1. UKG results for St. Ignatius Medan**

Subjects	UKG Average Score
Religion	60
Civic education	60
Indonesian	65
English	61
Natural science	61
Social science	61
Mathematics	60
Sports physical Education and health	54
Art and culture	27
Informatics	51

The average UKG score is 56 and this score is still below the target of 75.

Theoretically, Colquitt, Lepine, and Wasson (2011) identify factors that affect performance either directly or indirectly. The direct influence factors are job satisfaction, stress, work ethic, trust, fairness, ethics, learning, and decision-making. Meanwhile, indirect factors include organizational culture, organizational structure, leadership, teamwork, and individual characteristics related to cultural values, abilities, and individual personalities. This further strengthens that the emergence of the teacher performance dilemma is thought to be caused, among other things, by the direct influence of the work ethic.

Tumbling & Sumarauw (2015) in their research entitled Work Ethic, Work Discipline, and Organizational Commitment Influence on Employee Performance at PT Hasjrat Abadi Manado Branch found that work ethic, work discipline, and organizational commitment simultaneously affect employee performance. The results of Suhardi's research (2020) conclude that work ethic has a positive and significant effect on teacher work performance. That is, the teacher's work ethic increases, and the teacher's achievement also increases. Spada et al (2020) in their research entitled the influence of organizational culture and work ethic on employee satisfaction and performance found that work ethic has a positive effect on employee performance with a coefficient of 0.254.

Salamun et al (1995) suggested indicators that can be used to measure work ethic including hard work, discipline, honesty, responsibility, diligence, and diligent. Hard work is that work has a work-sick nature to be able to achieve the goals to be achieved. Can use optimal time so that sometimes do not know the time, distance and difficulties encountered. Discipline is an attitude of respect, respect, obedience and obedience to the applicable regulations, both written and unwritten, and one can carry it out and not avoid receiving sanctions if he violates the duties and authorities given to him. Honesty is the ability of an employee to carry out his work by predetermined rules. Responsibility is giving the assumption that the work done is something that must be done with diligence and sincerity. The creation of personal habits of employees to maintain and improve what has been achieved. Being diligent at work means developing positive habits at work. What is good should always be in top condition at all times. Diligent means are diligent, hard-hearted, and serious (work, study, try, etc.). A diligent person is a person who works regularly, can withstand boredom/boredom, and is willing to learn from mistakes (others and themselves) in the past so that they don't happen again.

To achieve the expected research objectives, the study only examined the performance of teachers at St. Junior High School. Ignasius Medan is suspected of having a direct influence on his work ethic. This research is expected to be a study material or reference for further

research related to work ethic and performance and the results of this study are expected to provide more knowledge to teachers in their work so that their work results are better, can improve their performance so that they can make a maximum contribution.

## RESEARCH METHOD

### *Types of research*

The type of research used in this research is quantitative research.

### *Population and Sample*

The population in this study were all teachers and employees at SMP St. Ignasius Medan numbered 15 people. The sampling technique used in this study was simple random sampling, with 15 respondents.

### *Data Collection Techniques and Instruments*

The technique used in data collection uses survey techniques through distributing questionnaires. The results of the answers to the questionnaires will be given a score as follows:

1. Strongly Agree (SS) =4
2. Agree (S) =3
3. Disagree (TS) =2
4. Strongly Disagree (STS) =1

The following is a table of performance instruments and work ethic.

**Table 2. Performance Instrument Grid**

Indicator	Item Number	Amount
Lesson planning	1,2,3,4,5	5
Implementation of learning	6,7,8,9,10,11,12	7
Learning evaluation	13,14,15,16	4
Enrichment of teaching materials	17,18,19,20	4

**Table 3. The Work Ethic Instrumental Grid**

Indicator	Item Number	Amount
Hard work	1,2,3,4,5	5
Tenacious	6,7,8,9,10	5
Work right	11,12,13,14,15	5
Discipline	16,17,18,19,20	5
Responsible	21,22,23,24,25	5

The performance instrument is 20 questions and the work ethic instrument is 25 questions.

### *Data analysis technique*

#### *Normality test*

The normality test is intended to check whether the modified research data is normally distributed or not. The normality test in this study was carried out using SPSS 27.0.

#### *Homogeneity Test*

The homogeneity test was conducted to determine whether the data from the population group had homogeneous variance or not. The homogeneity test in this study was carried out using SPSS 27.0.

#### *Hypothesis testing*

The t-test is used to test the significance of the variation in the relationship between the independent and dependent variables.

- a. Determining the formula of the hypothesis
- b. Determining the level of significance ( $\alpha$ )
- c. 95% significance level ( $\alpha = 0,05$ )
- d. Criteria for accepting or rejecting  $H_0$  is:

$H_0$  accepted if  $-t_{\alpha/2} \leq t \leq t_{\alpha/2}$

$H_0$  rejected if  $t > t_{\alpha/2}$  atau  $t < -t_{\alpha/2}$

## RESULTS AND DISCUSSION

Descriptive statistical analysis is used to determine the description of data seen from the average value (mean) and standard deviation values of the work ethic and performance variables.

**Table 4. Descriptive statistics**

Indicator	N	Mean	Std. Deviation
Hard work	15	3,90	0,79
Performance	15	3,80	0,78

The t value is used to test whether the independent variable has a significant effect or not on the dependent variable. From the results of the t-test, it can be seen that the t-count value is 2.411. The level of significance using  $\alpha = 5\%$  (significance 5% or 0.05 is a standard measure that is often used in research). The distribution table for t is searched  $\alpha = 0.025$  with degrees of freedom ( $df = n - k = 15 - 2 = 13$ ). So the t table is 2.160. The value of count  $>$  table (2.411  $>$  2.160) then  $H_0$  is rejected.

## CONCLUSION

Based on the results of research that has been done, it is known that there is a significant influence between work ethic on teacher performance at SMP St. Ignatius Medan. Where the results of the influence test carried out using the regression test method are known that the value of  $t_{count} >$  from  $t_{table}$ . This research can be used as a reference in conducting further research, especially regarding work ethic on teacher performance by developing wider variables and adding other factors that can affect employee performance, such as compensation, work discipline, work motivation, and so on.

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