

Performance of SMK Dian Kirana 1 Sragen Teachers Reviewed from Commitment, Integrity, Supervision and Work Experience

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ABSTRACT

This research aims to determine the influence simultaneously (simultaneously) and partially of the variables of commitment, integrity, supervision and work experience on the performance of teachers at SMK Dian Kirana 1 Sragen. This research method uses a quantitative research design. The population in this study were all teachers who worked at Vocational School Dian Kirana 1 Sragen, totaling 40 people. The sampling technique used in this research was a census sampling technique with a sample size of 40 respondents. Data collection using questionnaires. The data analysis techniques used for statistical analysis are multiple linear regression test, F test, t test, and coefficient of determination. The research results show that commitment, integrity, supervision and work experience simultaneously and significantly influence the performance of teachers at Dian Kirana 1 Sragen Vocational School. Suggestions from this research, Dian Kirana 1 Vocational School Sragen continues to improve existing commitment, integrity, supervision and work experience, so that teacher performance will increase and be better than before.

Keywords: Teacher Performance, Commitment, Integrity, Supervision, Work Experience

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh secara simultan (simultan) dan sebagian dari variabel komitmen, integritas, pengawasan dan pengalaman kerja terhadap kinerja guru di SMK Dian Kirana 1 Sragen. Metode penelitian ini menggunakan desain penelitian kuantitatif. Populasi dalam penelitian ini adalah seluruh guru yang bekerja di Sekolah Vokasi Dian Kirana 1 Sragen yang berjumlah 40 orang. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah teknik pengambilan sampel sensus dengan ukuran sampel 40 responden. Pengumpulan data menggunakan kuesioner. Teknik analisis data yang digunakan untuk analisis statistik adalah uji regresi linier berganda, uji F, uji t, dan koefisien penentuan. Hasil penelitian menunjukkan bahwa komitmen, integritas, pengawasan dan pengalaman kerja secara bersamaan dan signifikan mempengaruhi kinerja guru di SMK Dian Kirana 1 Sragen. Saran dari penelitian ini, Sekolah Vokasi Dian Kirana 1 Sragen terus meningkatkan komitmen, integritas, pengawasan dan pengalaman kerja yang ada, sehingga kinerja guru akan meningkat dan lebih baik dari sebelumnya.

Kata kunci: Kinerja Guru, Komitmen, Integritas, Pengawasan, Pengalaman Kerja

INTRODUCTION

Teachers or educators are people who are responsible for the development of their students by trying to develop the various potentials of the students. Teachers

are the most influential people towards their students, in schools teachers will be role models or examples for their students. According to Kunandar, one of the important components in education is teachers. Teachers in the context of education have a large and strategic role. This is because teachers are at the forefront of implementing education. Teachers are the ones who directly deal with students to transfer knowledge and technology as well as educate with positive values through guidance and example.

Teachers are professionals who have the task of teaching, educating and training. Educating means continuing and developing life values. Teaching means continuing and developing science and technology. While training means developing skills in students. Professionals become something that plays an important role in a job or business.

Teachers can be said to be professional if the learning process involves several elements or components of learning. The learning criteria for professional teachers include: being able to solve and implement good teaching techniques in achieving educational goals. If teacher competence is built based on expertise in the field of study being taught, then the teaching profession will talk more about the teaching profession in general, not depending on what they teach and at what level they teach.

Teacher performance is the ability demonstrated by teachers in carrying out their duties or jobs. Performance is said to be good and satisfactory if the goals achieved are in accordance with the standards that have been set.

Several factors that influence performance are organizational commitment. A clear organizational commitment which is to comfort teachers as organizational actors, also to support this requires integrity, supervision and good teacher work experience in terms of the education process, so that maximum teacher performance will be obtained as expected. Organizational commitment is a condition where an employee sides with the goals of the organization and has a desire to maintain his membership in the organization (Suriani, 2020). Organizational commitment is an individual who feels trust, acceptance of goals in the organization and also adheres to not leaving the organization. Organizational commitment is a provision that can be mutually agreed upon by all members of the organization. These provisions can be in the form of implementing regulations and goals to be achieved in the future. Organizational commitment is the ability of oneself to contribute to the organization and give what is within the individual himself to achieve organizational welfare (Murniarti, 2023).

Integrity plays a very important role in improving teacher performance in schools. A teacher who has high integrity tends to have good ethical and moral values, so that he can provide an example and inspiration for other teachers in carrying out their duties well. When a teacher has good integrity, he will teach at school transparently, fairly, and justly. This can provide a sense of trust in teachers and other

staff, so that they feel motivated to work better (Trisnawati & Azhari, 2023). Integrity is compliance with moral and ethical principles, depth of moral character, honesty. Integrity as a state that is comprehensive, full, whole. Integrity is also the harmony between intentions, thoughts, words and actions. Intentions and thoughts are of course personal aspects that are invisible, difficult to feel and measure. If a teacher's integrity is good, it will reflect the good too and all tasks assigned to him will be carried out as well as possible (Susanti et al., 2019).

Supervision as direction and control to the level of employees below him in an organization or group. Supervision in the field of education is guidance in the form of guidance or guidance towards improving the educational situation in general and improving the quality of teaching, learning, and learning. Educational supervision is an effort to stimulate, coordinate and continuously guide the growth of teachers in schools both individually and collectively, so that they understand better and are more effective in realizing all learning functions so that they can stimulate and guide the growth of each student, so that they are able and more capable of participating in a modern democratic society (Prahara et al., 2022). Principal supervision is a process specifically designed to help teachers and supervisors use their knowledge and skills in providing services to parents of students and schools. Supervision plays a role in providing assistance and convenience for teachers to develop their potential optimally. The existence of supervision of the professional and technical abilities of teachers, principals and other personnel can improve and the education process in schools can be of better quality (Evi et al., 2022).

Work experience also greatly affects a person's performance. Work experience is also greatly related to teacher performance. Work experience as a measure of the length of time or period of work that a person has taken in understanding the tasks of a job and has carried them out well (Pramedyanti & Atmajawati, 2023). Work experience is a skill that a person has from his work life. The longer the working hours, the more he knows about work life. Work experience is the management of understanding and expertise that is mastered personally in his work activities. Work experience is the level of self-understanding and control of a person over his own abilities in the workplace, which can be measured by years of experience and the level of employee competence and skills. Work experience is the time or time that shows the length of a person's work period measured according to their level of knowledge and skills (Fazira et al., 2023).

Based on the existing problems, the researcher is interested in conducting further research with the title Teacher Performance in terms of Commitment, Integrity, Supervision and Work Experience (Study on Teachers at SMK Dian Kirana 1 Sragen).

RESEARCH METHODS

This study uses a quantitative descriptive approach. The author chose to use a quantitative descriptive method to determine the magnitude of the influence and significance between the variables of commitment, integrity, supervision and work experience on teacher performance. This study was conducted at SMK Dian Kirana 1 Sragen which is located at Jl. Raya Sukowati Barat KM. 2.5, Sragen District, Sine, Sragen District, Sragen Regency, Central Java 57213. The research period was 6 months. The author conducted the study because he wanted to know in real terms the influence of commitment, integrity, supervision and work experience on the performance of SMK Dian Kirana 1 Sragen teachers.

The population in this study were all teachers working at SMK Dian Kirana 1 Sragen totaling 40 people. The sampling technique used in this study was a non-probability sampling technique with the census method. The number of samples taken was 40 people or respondents.

The variables used in this study consist of 2 variables, namely the dependent variable is teacher performance and the independent variables consist of commitment, integrity, supervision and work experience. The data collection methods used are questionnaires, observations, and documentation. This study uses the classical assumption analysis method, multiple linear regression test, model feasibility test (F test), hypothesis test (t test), and determination coefficient using SPSS 25. The mathematical formula for multiple linear regression in this study is as follows:

$$Y = \alpha + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + e$$

- Y : Teacher Performance Variables
X1 : Commitment Variable
X2 : Integrity Variable
X3 : Supervisory Variable
X4 : Work Experience Variable
a : constant
b1, b2, b3, b4 : correlation coefficient
e : *error term* nuisance error

RESULTS AND DISCUSSION

1. Multiple Linear Regression Test

Table 1. Multiple Linear Regression Results

No	Variables	Unstandardized B	Information
1	(Constant)	0.947	Positive
2	Commitment	0.117	Positive
3	Integrity	0.169	Positive

4	Supervision	0.497	Positive
5	Work experience	0.213	Positive

Source: Primary Data processed 2024

Based on the table above, it can be seen that the regression equation formed is:

$$Y = 0.947 + 0.117 X_1 + 0.169 X_2 + 0.497 X_3 + 0.213$$

From this equation it can be explained that:

- a. Constant (a)=0.947

This means that if the constant value (a) =0.947 while the variables commitment, integrity, supervision and work experience is considered constant or equal to zero, then the variable teacher performance as big as 0.947 and showed positive results.

- b. Coefficient Commitment (b1) =0.117

This means that if the coefficient value of the variable commitment experienced an increase, while the variable integrity, supervision and work experience assuming the value of the regression model is constant, then the value teacher performance will increase by 0.117 and showed positive results.

- c. Coefficient Integrity (b2) =0.169

This means that if the coefficient value of the variable integrity experienced an increase, while the variable commitment, supervision and work experience assuming the value of the regression model is constant, then the value teacher performance will increase by 0.169 and showed positive results.

- d. Coefficient Supervision (b3) =0.497

This means that if the coefficient value of the variable supervision experienced an increase, while the variable commitment, integrity and work experience assuming the value of the regression model is constant, then the value teacher performance will increase 0.497 and show positive results

- e. Coefficient Work experience (b4) =0.213

This means that if the coefficient value of the variable work experience experienced an increase, while the variable commitment, integrity and supervision assuming the value of the regression model is constant, then the value teacher performance will increase by 0.213 and showed positive results.

2. Hypothesis Testing

Hypothesis testing is a method used to process research results in order to obtain a conclusion. In this study, the hypothesis tests used are:

a. F Test

Table 2. F Test Results

Model	Fcount	Ftable	Sig.	Standard	Information
Regression	27,960	2.64	0,000	0.05	Eligible Model

Source: Primary Data processed 2024

The results of the data analysis that have been obtained, it can be seen that the F value F_{count} is as big as 27,960, because $F_{count} > F_{table}$ $27,960 > 2.64$ and significance $0.000 < 0.05$ then H_0 is rejected. It can be concluded that H_a accepted, meaning there is an influence between commitment, integrity, supervision and work experience simultaneously and significantly to performance of teachers at Dian Kirana 1 Vocational School, Sragen.

b. t-test

Table 3. t-Test Results

Hypothesis	count	table	Sig.	Standard	Information
H1	2,319	2,030	0.026	0.05	Accepted
H2	2,187	2,030	0.035	0.05	Accepted
H3	4,333	2,030	0,000	0.05	Accepted
H4	2,687	2,030	0.011	0.05	Accepted

Source: Primary Data processed 2024

The testing steps are as follows:

1. t value $t_{count} > t_{table}$ ($2,319 > 2.030$) and a significance value of $0.026 < 0.05$ then H_0 is rejected and H_a accepted. It can be concluded that there is a positive and significant influence commitment to the performance of teachers at SMK Dian Kirana 1 Sragen.
2. t value $t_{count} > t_{table}$ ($2,187 > 2.030$) and a significance value of $0.035 < 0.05$ then H_0 is rejected and H_a accepted. It can be concluded that there is a positive and significant influence integrity towards the performance of teachers at SMK Dian Kirana 1 Sragen.
3. t value $t_{count} > t_{table}$ ($4,333 > 2.030$) and a significance value of $0.000 < 0.05$ then H_0 is rejected and H_a accepted. It can be concluded that there is a positive and significant influence supervision of the performance of teachers at SMK Dian Kirana 1 Sragen.
4. t value $t_{count} > t_{table}$ ($2,687 > 2.030$) and a significance value of $0.011 < 0.05$ then H_0 is rejected and H_a accepted. It can be concluded that there is a positive and significant influence work experience on the performance of teachers at SMK Dian Kirana 1 Sragen.

3. Coefficient of Determination Test (R²)

Table 4. Determination Coefficient Results

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
1	0.837	0.762	0.734	1.04962

Source: Primary Data processed 2024

Based on the calculation results, the adjusted R square value is 0.734. This means that the variables of commitment, integrity, supervision and work experience contribute to teacher performance by 73.4% while the remaining 26.6% is explained by other variables not proposed in this study such as: work ethic, work discipline, education and others.

Discussion

1. The influence of commitment on the performance of teachers at SMK Dian Kirana 1 Sragen.

Based on the results of the SPSS calculations in Table 3, $t_{count} > t_{table}$ (2.319 > 2,030) and significance 0.026 < 0.05. This means that commitment has a positive and significant effect on teacher performance. These results prove that the higher the commitment, the teacher's performance will experience a real increase.

This study is in line with previous studies conducted by (Suriani, 2020); (Wahyuni et al., 2022); (Murniarti et al., 2023) commitment has a positive and significant effect on teacher performance.

2. The influence of integrity on the performance of teachers at Dian Kirana 1 Vocational School, Sragen.

Based on the results of the SPSS calculations in Table 3, $t_{count} > t_{table}$ (2.187 > 2,030) and significance 0.035 < 0.05. This means that integrity has a positive and significant effect on teacher performance. These results prove that the higher the integrity, the teacher's performance will experience a real increase.

This study is in line with previous studies conducted by (Trisnawati et al., 2023); (Susanti et al., 2019) integrity has a positive and significant effect on teacher performance.

3. The influence of supervision on the performance of teachers at SMK Dian Kirana 1 Sragen.

Based on the results of the SPSS calculations in Table 3, $t_{count} > t_{table}$ (4.333 > 2,030) and significance 0.000 < 0.05. This means that supervision has a

positive and significant effect on teacher performance. These results prove that the higher the supervision, the teacher's performance will experience a real increase.

This study is in line with previous studies conducted by (Susanti et al., 2019); (Gadriaman, 2024); (Prahara et al., 2022) supervision has a positive and significant effect on teacher performance.

4. The influence of work experience on the performance of teachers at SMK Dian Kirana 1 Sragen.

Based on the results of the SPSS calculations in Table 3, $t_{count} > t_{table}$ ($2.687 > 2,030$) and significance $0.011 < 0.05$. This means that work experience has a positive and significant effect on teacher performance. These results prove that the higher the work experience, the teacher's performance will experience a real increase.

This research is in line with previous research conducted by (Fazira et al., 2023); (Pramedyanti, 2023); (Jannah et al., 2023) work experience has a positive and significant effect on teacher performance.

CONCLUSION AND SUGGESTIONS

Based on the results of the hypothesis testing and discussion that has been carried out, it can be concluded that Commitment has a positive and significant effect to performance of teachers at Dian Kirana 1 Vocational School, Sragen; Integrity has a positive and significant influence to performance of teachers at Dian Kirana 1 Vocational School, Sragen, Supervision has a positive and significant effect to Teacher performance at SMK Dian Kirana 1 Sragen, Work Experience has a positive and significant influence to performance of teachers at Dian Kirana 1 Vocational School, Sragen. Based on the research and discussion carried out, the results obtained were an Adjusted R Square (R^2) value of 0.734 or 73.4%. Determination or contribution of variables commitment, integrity, supervision and work experience to performance of teachers at Dian Kirana 1 Vocational School, Sragen by 73.4%. The remaining contribution of other variables is only 26.6% such as work ethic, work discipline, education and others.

It is hoped that further research will develop this research by using other independent variables besides commitment, integrity, supervision and work experience which can affect teacher performance, considering that there is still an influence of 26.6% outside of this research variable, such as work ethic, work discipline, education and others. It is expected Dian Kirana 1 Vocational School, Sragen in the future, we will continue to maintain and improve commitment, integrity, supervision and work experience that exists. The height commitment, integrity,

supervision and work experience in Dian Kirana 1 Vocational School, Sragen make teacher performance will also improve and become better than before.

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