

THE IMPACT OF WORK ENVIRONMENT, MOTIVATION, AND WORK DISCIPLINE ON TEACHER PERFORMANCE

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ABSTRACT

The purpose of this study is to analyze the influence of the work environment, motivation and work environment on the performance of state elementary school teachers. The data used in this study is primary data obtained from distributing online questionnaires using google forms. Data collection uses a random sampling technique with the Slovin formula so that a sample of 66 teachers was obtained as if the country was the basis as respondents. The analysis tool in this study is by using SPSS software version 26. Specifically, the work environment variable has a significant positive effect on performance, the motivation variable has a significant positive effect on performance, the work discipline variable has a significant positive effect on performance and the work environment variable, motivation and work discipline simultaneously have a positive and significant effect on the performance of state elementary school teachers in Sedan District, Rembang Regency. The determination coefficient test stated that the independent variable had an influence of 48.2% on the performance while the remaining 51.8% was influenced by other variables outside the study

Keywords: Motivation, Performance, Work discipline, Work environment

INTRODUCTION

Teachers are human resources who have an important role in making the next generation of the nation competent. Learning at school is very important for children to increase their knowledge. In addition to increasing knowledge, school also plays a role in shaping children's character. This indicates that teachers are important icons who are tasked with changing the future of the nation for the better (Immah et al., 2020; (Hazami, 2023). Therefore, a teacher must have good abilities and performance to create good learning conditions. Thus, it can add enthusiasm and attract students' interest when participating in learning activities at school.

Teachers have the responsibility for professional performance expected in educational institutions or institutions. Teachers have a great influence on the process and results of quality educational outcomes as well as in the achievement of national education goals. The success or failure of a teacher to create quality education can be seen from his achievements and performance.

The work environment in schools can support teaching and learning activities, which has the potential to improve the performance of elementary school teachers. According to (Safira & Rozak, 2020). Teacher performance is the outcome produced by a teacher in carrying out their duties, based on their abilities, skills, experience, and competence in teaching (Kasim et al., 2020). It can be concluded that teacher performance is the outcome of the work done by a teacher in completing assigned tasks, based on standards or measures and time adjusted according to established norms and ethics.



Through the results of interviews conducted with several elementary school principals in Sedan District, Rembang Regency, information was obtained that teacher performance is still relatively low and still needs to be improved. Some also stated that there are still as many as 30% of teacher performance which is still relatively low. It was also explained that low performance was due to lack of motivation, work discipline in some teachers and a supportive work environment.

The level of motivation between teachers is different. There are some teachers who are lacking and must be improved again. In addition, the limitations of facilities in teaching, salary and career path greatly affect teachers' work motivation. Motivation provides a reason for a person to work well in accordance with the procedures, standards and targets that have been set (Astono et al., 2020).

(Robbins, 2006; Sari & Aziz, 2019) that motivation is a process that describes the intensity, direction and perseverance of an individual to achieve goals. The three main elements in the definition are intensity related to how hard a person puts in, direction is a goal while perseverance is a measure of how long a person can maintain their efforts. (Mangkunegara 2017; Putri Hana Salsafila et al., 2023) Motivation is a condition or energy that moves employees so that they are able to work in a directed and purposeful manner to achieve the goals of the organization.

Some classes are often empty, this is due to the absence of confirmation from the class teacher who cannot attend or is unable to fill the lesson hours. Confirmation from teachers who cannot attend is very important in the sustainability of learning activities at school. The absence of this confirmation will result in the teaching process in the classroom being hampered. Because there was no preparation to find a substitute teacher nor was there any preparation to give assignments for the vacant class.

This discipline also reflects their commitment to their profession, which can motivate students to study more seriously. On the other hand, a lack of work discipline can result in inaccuracy in carrying out educational tasks, which has the potential to affect the quality of teaching and interaction between teachers and students. Work discipline is one of the important factors that affect employee performance (Siagian et al., 2022).

Defines work discipline as a tool used by company managers to change behavior and as an effort made by the company to increase employee awareness and willingness to obey all applicable regulations and norms (Afandi 2018; Putri Hana Salsafila et al., 2023). It can be concluded that work discipline is an attitude or behavior of a person to obey applicable regulations. (Pradipta, 2020) work discipline is an attitude and behavior that shows employee compliance with organizational regulations. Work Discipline is a person's awareness and willingness to obey all company regulations and applicable social norms (Hasibuan 2014; Hazami, 2023).

The location of each school is also different. There are several schools located on the side of the main highway, connecting roads and some of them are also on the edge of rice fields. From this, it can be concluded that the difference in the location of these schools can also affect the quality of each teacher, due to the difference in the condition of their physical environment. The work environment is one of the important factors in creating employee performance (Safira & Rozak, 2020).

Research conducted by (Sari & Aziz, 2019) concluded that the environment has a significant effect on performance. The results of this study are in line with the results of research conducted by (Jalil, 2020) which states that the work environment has a positive and significant effect on performance. However, it was found that there was a discrepancy in the results of the research that became a gap research conducted by (Nurhuda et al., 2020) showing that the work environment had no effect on employee performance.

Research conducted by (Jalil, 2020) which states that the work environment has a positive and significant effect on performance. The results of this study are in line with the results of research conducted by (Sari & Aziz, 2019) concluded that it has a significant effect on performance. However, it was found that there was a discrepancy in the results of the research that became a gap research conducted by (Daspar, 2020) showing that motivation had no effect on employee performance.

Research conducted by (Asmiadi et al., 2022) concluded that work motivation has a significant effect on performance. The results of this study are in line with the results of research conducted by (Nurhuda et al., 2020) which states that motivation has a positive effect on performance. However, it was found that there was a discrepancy in the results of the research that became a gap research conducted by (Pradipta, 2020) showing that work discipline did not have a significant effect on employee performance.

Research conducted by (Motivasi et al., 2017) concluded that work environment, motivation and work discipline together have a significant effect on performance variables.

The purpose of this study is to see the influence of work environment variables on performance, the influence of motivation variables on performance, the influence of work discipline on performance dependent variables and to see the influence of work environment variables, motivation and work discipline together with performance.

Theoretical Thinking Framework

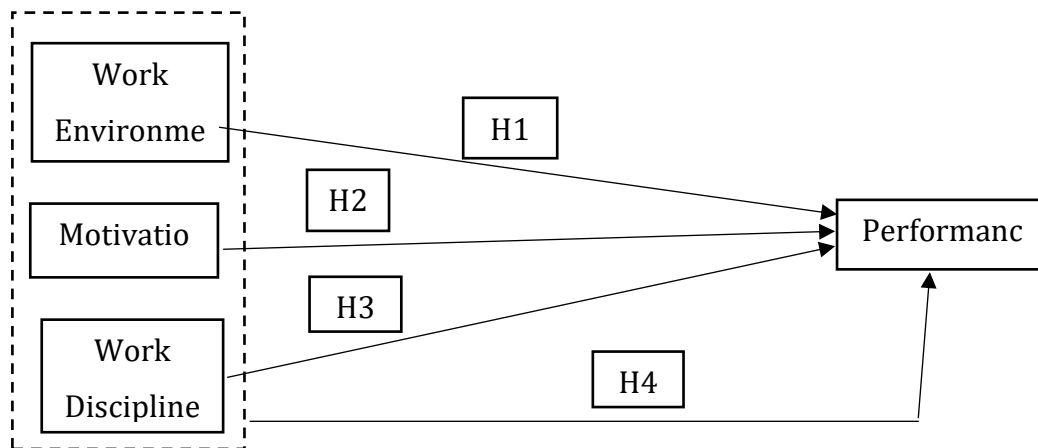


Figure 1. Research methods
Source: Research review (2024)

Based on figure 1, the hypothesis formulation in this study is:

H1: The work environment has a positive and significant effect on performance

H2: Work motivation has a positive and significant effect on performance.

H3: Work discipline has a positive and significant effect on performance.

H4: Work Environment, Motivation and Work Discipline Together Have a Significant Effect on Performance

METODE

This study uses a quantitative method with sample calculation using the selovin formula. This formula is used to achieve efficiency because of the limitations of researchers to conquer all populations which takes a long time and requires a lot of money. The population of this study is 200 elementary school teachers in Sedan District, Rembang Regency.

Based on the use of the selovin formula, the number of respondents was obtained from 66 elementary school teachers. The researcher used non-probability sampling through random sampling techniques. The purpose of sampling is to get respondents who

are representative of the population and are able to provide relevant and accurate results. The data used in this study was obtained from the results of an online questionnaire made with a google form. This survey regulates the respondents as representatives of population. Using a Ligt, answer options from (very disagreeable) to 5 (strongly agree).

The data processing in this study uses SPSS 26.0 software. Instrument testing includes validity tests and reliability tests. Validity tests are used to measure the validity or validity of a questionnaire used in research. While the reliability test is carried out to determine whether the statement items in the questionnaire are reliable or not, if the answers from the respondents show consistency, then the questionnaire can be said to be reliable.

This study also conducted model tests such as conducting the f-test, the determination coefficient test of the multiple linear regression test. The t-test is used to test exactly each variable, to find out how far the influence of one variable individually is in explaining the variants of dependent variables.

RESULT

Description of Research Variables

Work Environment (X1)

Table 1
Descriptive statistics of the work environment

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	66	2	5	4.30	.911
X1.2	66	1	5	4.38	.799
X1.3	66	2	5	4.35	.920
X1.4	66	2	5	4.02	.850
X1.5	66	1	5	4.17	.921
X1.6	66	2	5	4.20	.915
Valid N (listwise)	66				

Source: Primary data processed 2024

The work environment variables in this study have 6 questions. Based on Table 1, the highest average score in the descriptive statistical test of the work environment is found in the 2nd role, namely "I feel that the air temperature in the work environment affects comfort and concentration when teaching" with a result of 4.38. While the lowest average score in question 4 is "I feel that the colors in the workspace affect the mood in carrying out teaching tasks"

Motivasi (X2)

Table 2. Descriptive statistics of the work environment

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation

X2.1	66	2	5	4.06	.892
X2.2	66	1	5	4.17	.834
X2.3	66	2	5	4.05	.831
X2.4	66	3	5	4.17	.776
X2.5	66	1	5	3.95	.849
X2.6	66	1	5	4.00	.945
X2.7	66	2	5	4.26	.865
X2.8	66	2	5	4.17	.796
X2.9	66	2	5	3.89	.806
Valid N (listwise)	66				

Source : SPSS Data Processing, 2024

The motive variables in this study have 9 questions. Based on table 2 it can be seen that the highest mean value is found in the 7th item of the role, namely "I have a good relationship with other fellow teachers" with a result of 4.26. While the lowest mean value is found in question 9, namely "I feel more motivated if my work gets appreciation from the community" with a result of 3.89.

Work Discipline (X3)

Tabel 3
Descriptive statistics of motivation

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X3.1	66	3	5	4.30	.656
X3.2	66	3	5	4.42	.681
X3.3	66	1	5	3.79	1.222
X3.4	66	3	5	4.53	.613
X3.5	66	2	5	4.33	.709
X3.6	66	3	5	4.26	.730
Valid N (listwise)	66				

Source : SPSS Data Processing, 2024

The work discipline variable in this study has 6 questions. Based on table 3 it can be seen that the highest mean value is found in question 4, namely "I comply with the rules and procedures that apply at school" with a value of 4.53. Meanwhile, the lowest mean value in question 3 is "I show good work discipline through a low level of attendance" with a score of 3.79.

Performance (Y)

Tabel 4
Performance descriptive statistics

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X3.1	66	3	5	4.15	.685
X3.2	66	2	5	4.06	.677
X3.3	66	3	5	4.23	.675
X3.4	66	2	5	4.20	.684
X3.5	66	2	5	4.32	.705
X3.6	66	2	5	4.36	.694
Valid N (listwise)	66				

Source : SPSS Data Processing, 2024

The work discipline variable in this study has 6 questions. Based on table 4 it can be seen that the highest mean value is found in the blood grain of question 6, namely "I feel that creativity affects the quality of learning in the classroom" with a mean value of

4.36. While the lowest mean value is found in the 2nd question item, namely "I produce excellent work quality" with a mean value of 4.06.

Validity Test

A questionnaire is said to be valid if it is able to reveal something that will be measured by the questionnaire. in the study using $\alpha = 5\%$ so that the condition of an instrument is said to be valid if R calculates $> R$ table (Abdurahman 2017: Imron, 2019)

Tabel 5
Validity Test Results

Questionnaire	R - Count	R - Table	Ket
Work Environment			
1	0,8470	0,2423	Valid
2	0,8650	0,2423	Valid
3	0,8680	0,2423	Valid
4	0,5750	0,2423	Valid
5	0,9090	0,2423	Valid
6	0,8500	0,2423	Valid
Motivation			
1	0,8430	0,2423	Valid
2	0,7790	0,2423	Valid
3	0,7710	0,2423	Valid
4	0,6880	0,2423	Valid
5	0,5140	0,2423	Valid
6	0,7620	0,2423	Valid
7	0,8190	0,2423	Valid
8	0,8540	0,2423	Valid
9	0,7320	0,2423	Valid
Work Discipline			
1	0,8490	0,2423	Valid
2	0,7550	0,2423	Valid
3	0,7290	0,2423	Valid
4	0,8070	0,2423	Valid
5	0,8080	0,2423	Valid
6	0,820	0,2423	Valid
Performance			
1	0,8880	0,2423	Valid
2	0,8360	0,2423	Valid
3	0,8420	0,2423	Valid
4	0,9030	0,2423	Valid
5	0,7000	0,2423	Valid
6	0,6170	0,2423	Valid

Source : SPSS Data Processing, 2024

In table 5 it can be seen that the value of the r-count of each question from the validity test has a value greater than the value of the r-table value. Therefore, it can be concluded that all the question items used in this study are valid.

Uji Reliabilitas

The reliability test was carried out to test whether each variable can be declared reliable as seen from the Cronchbach alpha value if > 0.70 then the variable can be declared reliable (Ghozali, 2018: Aprilianingsih, 2022).

Tabel 6
Reliability Test Results

Variable	Value Cronbach alpha		Reliability results coefficient SPSS	Information
Work environment	0,7	<	0,902	Reliabel
Motivation	0,7	<	0,903	Reliabel
Work discipline	0,7	<	0,854	Reliabel
Performance	0,7	<	0,885	Reliabel

Source : SPSS Data Processing, 2024

It can be known that a variable is declared reliable if the value of Cronbach alpha > 0.70. Table 4.8 shows that all variables have a Cronbach alpha value above 0.70.

Simultaneous Signification Test (F)

The use of the F test in the regression model aims to find out whether all independent variables affect the dependent variables, besides that it can also be used to find out whether all independent variables simultaneously or together affect the dependent variables.

Tabel 7
Simultaneous Signification Test

ANOVA ^a						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	277.347	3	92.449	13.551	.000 ^b
	Residual	422.972	62	6.822		
	Total	700.318	65			

a. Dependent Variable: Performance

b. Predictors: (Constant), Disiplin_Kerja, Motivasi, Lingkungan_Kerja

Source: primary data processed in 2024

The results of the f test can be seen in table 6 which shows that the results of the model feasibility test obtained a calculated f value of 13.551 with a significance level of 0.000 (<0.05).

Determination Coefficient Test (R²)

The determination coefficient test is used to describe the results of how much influence the independent variable is able to explain the dependent variable, while the rest is explained by other factors outside the model or the variable being tested. The correlation coefficient ranged from $0 < R^2 < 1$.

Tabel 8
Determination Test (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.711 ^a	.506	.482	2.08954

a. Predictors: (Constant), Disiplin_Kerja, Motivasi, Lingkungan_Kerja

Source : SPSS Data Processing, 2024

Based on table 7, it can be obtained that the amount of variation of the independent variables used in this study affects the regression equation model by 48.2%.

This can be interpreted that the distribution of dependent variables can be explained by independent variables. The remaining 51.8% could not be explained by the independent variables used in this study but could be explained by other variables that were not used in the study.

The multiple linear regression test is used to determine the magnitude of independent variables, namely work environment, motivation and work discipline to the dependent variable, namely performance. Based on table 9, information can be obtained that:

1. The value of the work environment regression coefficient (X1) of 0.655 has a positive value, which means that the more comfortable the work environment, the higher the performance of elementary school teachers.
2. The value of the motivation regression coefficient (X2) of 0.221 has a positive value, which means that the more motivation a teacher increases, the better the performance of the teachers.
3. The value of the motivation regression coefficient (X3) of 0.232 is a positive value, which means that the more motivation a teacher increases, the better the performance of the teachers.

The conclusion from the results of the multiple linear regression test, namely the variable that most strongly affects the performance of state elementary school teachers in Sedan District, is a variable with a value of 0.655 and a significance of 0.000.

T-Test

The T test is used to find out how far an individual variable influences in explaining the variants of dependent variables. Based on the results of the t-test in table 9, it can be concluded as follows:

1. Hypothesis Testing 1

Test the hypothesis of the work environment (X1) against performance (Y). From the results of the t-test that has been carried out, it is known that the calculated t-value of 9.150 is positive with a Sig. result of 0.000 which means Sig.< 0.05. This shows that the work environment has a positive and significant effect on performance (H1) is accepted. It can be interpreted that, if the working environment of the country's elementary school in Sedan District is better, the performance of elementary school teachers will also increase.

2. Hypothesis Testing 2

Test the motivation hypothesis (X2) against performance (Y). From the results of the t-test that has been carried out, it is known that the calculated t-value of 3.115 has a positive value with a Sig. result of 0.003 which means Sig.< 0.05. This shows that motivation has a positive and significant effect on performance (H2) is accepted. It can be interpreted that, if a teacher is more motivated, the performance produced by a teacher will increase.

3. Hypothesis Testing 3

Test the hypothesis of work discipline (X3) against performance (Y). From the results of the t-test that has been carried out, it is known that the calculated t-value of 9.115 has a positive value with a Sig. result of 0.003 which means Sig.< 0.05. This shows that work discipline has a positive and significant effect on performance (H3) is accepted. It can be interpreted that, if a teacher is more disciplined in his work, the performance of elementary school teachers will also increase.

4. Hypothesis Testing

Test the hypothesis of the work environment (X1), motivation (X2), and work discipline (X3) against performance (Y) simultaneously or together. From the results of the f test in

table 4.9 that has been carried out, it is known that the calculated f value of 13.551 is a positive value with a Sig. result of 0.000 which means Sig.< 0.05. This shows that the work environment, motivation, and work discipline together have a positive and significant effect on performance, meaning that (H4) is accepted.

DISCUSSION

This study proves that the work environment has a positive and significant influence on the performance of state elementary school teachers in Sedan District. This shows that a good working environment will improve the performance of state elementary school teachers in Sedan District. These results are in accordance with research conducted by (Jalil, 2020), (Andi Hasryningsih Asfar & Rita Anggraeni, 2020) and (Agimat et al., 2023) which stated that the work environment has a positive and significant effect on performance.

This study proves that motivation has a positive and significant influence on the performance of state elementary school teachers in Sedan District. This can be interpreted that the higher the motivation that a teacher has to work, the better a teacher's performance will also increase. These results are in accordance with research conducted by (Wijayanto et al., 2021), (Arista, 2020) and (Pratiwi & Bagia, 2021) stating that motivation has a positive and significant effect on performance.

This study proves that work discipline has a positive and significant influence on the performance of state elementary school teachers in Sedan District. It can be interpreted that the higher the level of discipline of a teacher in working, the higher the performance produced by a teacher. It can be interpreted that, if a teacher is more disciplined in his work, the performance of elementary school teachers will also increase. The results of the test are in accordance with (Astono et al., 2020), (Sutanto & Ariyanto, 2019) and (Ichsan et al., 2020) which show that work discipline has a positive and significant effect on performance.

This study also proves that there is a simultaneous or joint influence between the work environment, motivation, and work discipline on the performance of state elementary school teachers in Sedan District. A good work environment, high motivation, and high work discipline are proven to contribute positively to improving teacher performance. These findings show the importance of these three factors in creating conditions that support optimal teacher performance. This is in accordance with the results of research conducted by (Caissar et al., 2022) which stated that the variables of work environment, motivation and work discipline together positively and significantly affect the performance variables. This is in accordance with the results of research conducted by (Caissar et al., 2022) which stated that the variables of work environment, motivation and work discipline together positively and significantly affect the performance variables.

CONCLUSION

From the results of the tests that have been carried out, several conclusions can be drawn as follows:

1. This study proves that the work environment has a positive and significant influence on the performance of state elementary school teachers in Sedan District. This shows that a good work environment will improve the performance of state elementary school teachers in Sedan District.
2. This study proves that motivation has a positive and significant influence on the performance of state elementary school teachers in Sedan District. This can be

interpreted that the higher the motivation that a teacher has to work, the better a teacher's performance will also increase.

3. This study proves that work discipline has a positive and significant influence on the performance of state elementary school teachers in Sedan District. It can be interpreted that the higher the level of discipline of a teacher in working, the higher the performance produced by a teacher.
4. This study also proves that there is a simultaneous or joint influence between the work environment, motivation, and work discipline on the performance of state elementary school teachers in Sedan District. A good work environment, high motivation, and high work discipline are proven to contribute positively to improving teacher performance. These findings show the importance of these three factors in creating conditions that support optimal teacher performance.

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