

Analysis of the Effect of Job Satisfaction, and Job Motivation on Teacher's Work Commitment SMA Santa Maria Kabanjahe

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Abstract

This study aims to determine: (1) Knowing the effect of work motivation on the work commitment of Santa Maria Kabanjahe High School teachers and (2) Knowing the effect of job satisfaction on the work commitment of Santa Maria Kabanjahe High School teachers. The population of this study was the teachers of SMA Santa Maria Kabanjahe, as many as 52 people. Sampling is done proportionally. The research method is path analysis which aims to test theories and obtain information about education. Based on hypothesis testing, it can be concluded: (1) there is a positive influence between work motivation on teacher work commitment of 27.63% (2) there is a positive influence between job satisfaction and teacher work commitment of 7.29%. So to increase the work commitment of teachers, it is necessary to increase work motivation and job satisfaction.

Keywords

work motivation; job satisfaction; work commitment



I. Introduction

The era of globalization has an impact on the business world. Globalization has created intense competition among companies to get the target market share. With globalization, the business world is inevitably encouraged to achieve an effective and efficient corporate organization. Effectiveness and efficiency in a company are needed so that the company can have more competitiveness and advantages than competitors so that the company can survive in a world of fierce competition. Seeing the importance of employees in the organization, employees need more serious attention to the tasks they are doing so that organizational goals are achieved. With high work motivation, employees will work harder in carrying out their work. Conversely, with low work motivation, employees do not have work enthusiasm, give up easily, and have difficulty completing their work. Basically, job satisfaction is an individual thing. Each individual has a different level of job satisfaction according to the wishes and value systems. The more aspects of the job that are under the wishes and value systems of the individual, the higher the level of satisfaction obtained. Likewise, on the contrary, the more aspects of the job that are not under the wishes and value systems adopted by the individual, the lower the level of satisfaction obtained. Every company actually needs a working system that takes the job satisfaction of its employees seriously. To create high performance, it is necessary to increase optimal work and be able to utilize the potential of Human Resources owned by employees to create organizational goals, so that it will make a positive contribution to organizational development. Also, organizations need to pay attention to various factors that can influence employee motivation; in this case, the role of the organization is needed in increasing motivation and creating a conducive work environment to encourage professional attitudes and actions in completing work under their respective fields and responsibilities. Human resources play a role in processing and utilizing resources and

materials so that they become products. Therefore, to improve performance, it is necessary to pay attention so that human resources can work efficiently and show performance that can contribute to productivity is a fundamental problem of various management and leadership concepts. Performance refers to the work performance of employees measured based on standards or criteria established by the organization. Management to achieve very high employee performance, especially to improve overall organizational performance.

Teachers as educators are professional positions that are required to continue to develop in accordance with the times, science and technology and are committed to their profession.

Teachers are required to have a high commitment in school so that learning and school goals can be achieved. High commitment can facilitate the realization of higher productivity. Teachers who have a high work commitment will work optimally at school, are responsible for their work, are disciplined in complying with school regulations.

The work commitment of teachers is very important because with a commitment they can become more responsible for their work than those who do not have a commitment. Teachers who are committed will work optimally so that they can devote their attention, thoughts, energy and time to their work. In order for teachers to always have a high work commitment, it is necessary to understand the factors that can affect work commitment, including job satisfaction and work motivation.

Job satisfaction is how individuals feel about their work in general. Dissatisfaction can lead to negative feelings of individuals towards their work and work. On the other hand, if the teacher is satisfied, there will be a feeling of satisfaction and a willingness to continue working at the job (Smith in Sopiah, 2009). Thus a teacher with a high level of job satisfaction will show a positive attitude towards the work assigned to him. The results of research by Noorhafeza and Ferlis Bahari (2010) show that job satisfaction is significantly related to the work commitment of workers in the Sabah Public Service Office.

Based on initial observations and the results of interviews with school principals conducted at Santa Maria Kabanjahe High School, The author asks several questions related to Job Satisfaction, Work Motivation and Teacher Work Commitment Santa Maria Kabanjahe High School. The questions that the authors ask are (1) How do teachers apply job satisfaction and work motivation in the school?; (2) What are the teacher's challenges in implementing, job satisfaction and work motivation in the school? ; (3) Do job satisfaction and work motivation affect the work commitment of the high school teacher? ; (4) How does the principal deal with problems, job satisfaction, work motivation so that work commitment is high?. From the four questions above, various problems are found in schools Santa Maria Kabanjahe High School such as there are teachers who are often late to school, there are teachers who come to school only to give assignments and then leave the class, there are teachers who do not come to school because they have other jobs besides being a teacher, there are teachers who are lazy to come to school because the salary they receive is not enough. balanced again with the needs of their families, the presence of teachers who are not present at meetings or meetings at school for various reasons, and the presence of teachers who do not participate in school activities such as competitions for teachers or students.

This shows that work commitment is still low. In connection with these conditions, it is necessary to conduct research on work commitment and the influencing factors, including job satisfaction and work motivation. The title taken is "Analysis The Effect of

Job Satisfaction and Motivation on Organizational Commitment of Santa Maria Kabanjahe High School Teachers.”

Based on the above background, the formulation of the problem in this study are: (1) How is the effect of job satisfaction on teacher work commitment (2) how is the effect of work motivation on teacher work commitment.

The hypotheses in this study are: (1) There is an effect of work motivation on the work commitment of Santa Maria Kabanjahe High School teachers. (2) There is an effect of job satisfaction on the work commitment of Santa Maria High School teachers. (3) there is an effect of work motivation and job satisfaction on the work commitment of Santa Maria Kabanjahe High School teachers

To test the hypothesis used path analysis with the help of the SPSS program. Before conducting the path analysis, the following path diagram is described:

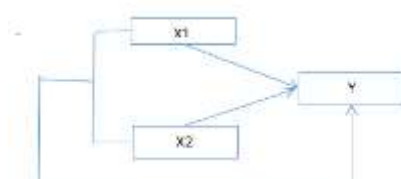


Figure 1. Research path diagram

Information:

X1 = job satisfaction

X2 = work motivation

Y = work commitment

II. Review of Literature

According to Qolquitt, LePine, Wesson (2009: 105) job satisfaction is the level of pleasant feelings obtained from the assessment of one's work or work experience. In other words, job satisfaction reflects how we feel about our work and what we think about our work. Qolquitt, LePine, Wesson (2009:107) suggest that there are several categories of job satisfaction, including: 1) Pay Satisfaction, namely the feelings of workers about their pay, 2) Promotion Satisfaction, namely the feeling of the company's promotion policies and their implementation, 3) Supervision Satisfaction, namely rewards for good performance, helping workers get the necessary resources, and protecting workers, 4) Coworker Satisfaction, i.e. their coworkers are smart, responsible, helpful, fun, and interesting, 5) Satisfaction with the Work itself, ie if the task is challenging, interesting, respected, and utilizes skills; 6) Altruism, is the nature of helping others and being a moral cause; 7) Status, concerning prestige, having power over others, or having popularity; 8) Environment, the environment shows a feeling of comfort and security. A good work environment can create a quality of work life in the workplace.

In the world of work, it is not only job satisfaction that can affect work commitment, but also work motivation. Work motivation is the driving force or driving force that evokes and directs behavior towards an act or work in real efforts to achieve the goals that have been set. Implicitly, work motivation can be seen through: a. Responsibilities in doing work b. Achievements achieved c. Self development, and d. Independence in action (Malayu SP Hasibuan, 2006). .

Suwardi (2013)work motivation is the desire or drive from within a person to carry out his duties or work by achieving the best results, obtained from the score of respondents'

answers to instruments that measure indicators: basic needs, security needs, social needs, prestige needs, self-actualization needs .

Commitment is a reflection of a bond or promise to oneself to continue to serve and be loyal to something to an institution/organization where he serves. With a high commitment to someone to an agency/organization, it can cause that person to feel comfortable and responsible for carrying out their duties so that the desired goals can be achieved properly.

Armstrong (2010) says that work commitment is about recognizing the goals and values of the organization, the desire to be part of the organization and the ability to try to be part of the organization. The factors that influence work commitment according to Street and Porter in Joan Ariesta Puspasari (2014: 6): (a) Personal factors, namely factors within the teacher, such as age, gender, education level, work experience and education level. (b) Job Characteristics, which is measured by position, challenges in work, role conflict, level of difficulty in work. (c) Work experience is considered important because it can affect one's work commitment. Work experience will shape a person in terms of the mindset to support his work.

III. Research Methods

This research is a quantitative research. Sugiyono (2010:13) suggests that quantitative research is research based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out by Non Probability Sampling, data collection uses research instruments, data analysis is quantitative statistics with the purpose of testing the established hypothesis. In this study, the samples to be taken were all 52 teachers of Santa Maria Kabanjahe High School.

The data collection technique used in this study was using a questionnaire. Questionnaire is a data collection technique that is done by giving a set of questions or written statements to respondents to answer. The test of the instrument uses the validity test and the reliability test, while the analysis prerequisite test uses the normality test. To test the hypothesis used path analysis with the help of a computer program SPSS.

IV. Results and Discussion

4.1 Results

Work motivation: Based on the data obtained and the results of the study with 52 respondents, the highest score was 45 and the lowest score was 24, with an average of 35.26 and a standard deviation (SD) of 6.96. (2) Job satisfaction: Based on the data obtained and the results of the study with 52 respondents, the highest score was 50 and the lowest score was 35, with an average of 42.84 and a standard deviation (SD) of 3.62. (3) Work commitment: Based on the data obtained from the results of the study with a total sample of 52, the highest score was 45 and the lowest score was 15, with an average (M) = 31.32 and a standard deviation (SD) of 7.82.

4.2 Hypothesis Submission

The test calculation criteria obtained the results of the path coefficient $p_{42} = 0.4$, then the t-test was carried out. H_a is accepted if $t_{count} > t_{table}$ and vice versa if $t_{count} < t_{table}$ then H_o is accepted. From the calculations that have been done, the value of $t_{count} = 3.651$ while $t_{table} = 2,000$ thus $t_{count} > t_{table}$ ($3.651 > 2,000$), then H_o is rejected and H_a is accepted, which means the path coefficient is significant and has been verified. So work

motivation has a positive effect on the work commitment of Santa Maria Kabanjahe High School teachers

The test calculation criteria obtained the results of the path coefficient $p_{43} = 0.7$ then the t-test was carried out. H_a is accepted if $t_{count} > t_{table}$ and vice versa if $t_{count} < t_{table}$ then H_o is accepted. From the calculations that have been done, it is obtained that the value of $t_{count} = 9.0369$ while $t_{table} = 2,000$ thus $t_{count} > t_{table}$ ($9.0369 > 2,000$), then H_o is rejected and H_a is accepted, which means the path coefficient is significant and verified. So job satisfaction has an effect on the work commitment of Santa Maria Kabanjahe High School teachers.

The test calculation criteria obtained the results of the path coefficient $p_{41} = 0.27$, then the t-test was carried out. H_a is accepted if $t_{count} > t_{table}$ and vice versa if $t_{count} < t_{table}$ then H_o is accepted. From the calculations that have been carried out, the value of $t_{count} = 2,234$ while the t_{table} is 2,000. Thus, $t_{count} > t_{table}$ ($2,234 > 2,000$), then H_o is rejected and H_a is accepted, which means the path coefficient is significant and has been verified. So job satisfaction and work motivation have a positive effect on the work commitment of Santa Maria Kabanjahe High School teachers.

4.3 Analysis of the Effect of Work Motivation on High School Teacher Work Commitment

The importance of motivation in increasing teacher work commitment is proven that work motivation shows the greatest positive and significant influence among other variables on teacher work commitment with a magnitude of 3,651. This finding is in line with Tania and Susanto (2013) who say that there is a positive and significant influence on work motivation on work commitment.

Therefore, to increase the work commitment of teachers, it is necessary to increase teacher work motivation. One of the important things to be able to motivate teachers, according to Malayu S. P Hasibuan (2006), there are two methods of motivation, namely: 1) Direct Motivation Direct motivation is motivation (material and non-material) which is given directly to the teacher. each individual to meet their needs and satisfaction. So it is special, such as praise, awards, holiday allowances, and so on. 2) Indirect Motivation Indirect motivation is the motivation that is given only as facilities that support and support work passion, so that they are more enthusiastic at work. For example, good machines, comfortable workspace, soft chairs, and so on.

4.4 The Effect of Job Satisfaction on the Work Commitment of High School Teachers

Job satisfaction is related to the suitability of one's expectations with the expected reality, whether it is the work itself, salary, promotion, supervision or co-workers. Teacher job satisfaction has an impact on teacher work commitment. It is proven that job satisfaction shows a positive and significant effect on the work commitment of Santamaria Kabanjahe High School teachers with a magnitude of 9.0369. This finding is in line with Kreitner and Kinicki (2003) which states that there is a strong and significant relationship between job satisfaction and organizational commitment. From these findings, it can be interpreted that to increase the work commitment of teachers should pay attention to teacher job satisfaction.

Job satisfaction is related to the suitability of one's expectations with the rewards provided. Teacher satisfaction has an impact on teacher work commitment. So teacher satisfaction is very much determined by the suitability between what is expected and what the teacher gets in his work. For teachers who are satisfied with their work, their work commitment will increase and possibly have a positive impact on improving the quality of education. Job satisfaction reflects a person's feelings towards his job. This can be seen in

the teacher's positive attitude towards work and everything that is faced in the work environment. Teachers who do not get job satisfaction will never achieve psychological satisfaction and eventually negative attitudes or behavior will arise and in turn will lead to frustration. On the other hand, a satisfied teacher will be able to give his ability and loyalty in achieving his goals, in return for the satisfaction he gets. Satisfied teachers are more committed and loyal because psychologically they feel more cared for by the place where they work.

4.5 The effect of work motivation and job satisfaction on the work commitment of high school teachers

The results of this study indicate that work motivation and job satisfaction simultaneously have a positive and significant effect on teacher work commitment from the statistical test results^{2,234}. Motivation and job satisfaction are one of the determining factors in increasing teacher work commitment. With the aspects of motivation and job satisfaction being met, it will affect commitment and will achieve quality performance. This finding is in line with Sudharto (2012) which states that work commitment is influenced by motivation and job satisfaction. Motivation is very important for a teacher to increase commitment and performance, because commitment depends on motivation.

Teachers also need to get satisfaction in working so that the work performance shown in carrying out their duties as teachers will be better. Because teachers who get satisfaction are more likely to be creative, caring, and more enthusiastic in achieving the desired goals and are more motivated to achieve achievements. With the motivation in the individual will add a healthy spirit of competence, will grow a responsible spirit and with motivation will form a creative person.

One of the important things to be able to give satisfaction to teachers (employees), according to Hamzah (2008), is to know the needs and desires needed by the teacher from the results of the work, so that they know the factors that influence their satisfaction. Someone will want to work hard and get satisfaction if they can fulfill the needs and desires of their work.

V. Conclusion

(1) There is an effect of work motivation on teacher work commitment, this shows that increasing work motivation is able to increase work commitment of Santa Maria Kabanjahe High School teachers. (2) There is an effect of job satisfaction on the work commitment of high school teachers. This shows that good job satisfaction results in an increase in the work commitment of Santa Maria Kabanjahe High School teachers. (3) There is an effect of work motivation and satisfaction on teacher work commitment, this shows that increasing motivation and job satisfaction can increase the work commitment of Santa Maria Kabanjahe High School teachers.

Principals should maintain a good and conducive school atmosphere by creating conditions of mutual respect, respect, between teachers and principals, between teachers and school residents. For teachers, they should build cooperation, open communication, and harmonious relationships with fellow teachers, increase knowledge and understanding of work motivation, job satisfaction. For the Head of the Education Office, it should support and provide equal opportunities for teachers to develop themselves such as providing opportunities for teachers to continue their education to a higher level. For other researchers, it is necessary to conduct further research on this research with different variables.

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