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WORK DISCIPLINE AND PEDAGOGIC COMPETENCE TO TEACHERS OF YADIKA PRINGSEWU VOCATIONAL PERFORMANCE

Dwi Ana Hastuti

anyahastuti@gmail.com

ABSTRACT

The problem in this study is the ability of teachers in the learning management of students is not optimal, lack of discipline of teachers in carrying out tasks and abilities and knowledge of teachers that are not in accordance with the competence and work discipline of teachers that are less optimal impact on the quality of graduates which means teacher performance in teaching not optimal yet. The purpose of this study was to determine the effect of work discipline and pedagogic competence together on the performance of teachers of SMK Yadika Pringsewu. This research is a descriptive analytical study, where the author describes the object of research and analyzes the data. Data processing and analysis methods use qualitative and quantitative analysis method. Qualitative analysis is used to describe the influence of work discipline and pedagogic competence together on the performance of teachers of SMK Yadika Pringsewu. The results showed that there was a positive and significant influence on work discipline on performance, there was a positive and significant influence on pedagogic competence on performance and there was a positive and significant influence on work discipline and pedagogical competence together on the performance of teachers of SMK Yadika Pringsewu.

Keywords: Discipline, Pedagogic Competence, and Performance

INTRODUCTION

Efforts to improve the quality of education have been implemented by the government today, by holding reforms, improving the education system, improving the education curriculum and improving the quality of teachers. In addition, a teacher must be in accordance with his scientific discipline. School is one of the educational organizations that can be said as a place to achieve national development goals. The success of educational goals in

schools depends on the human resources at the school, namely the principal, teachers, administrative staff, and other education personnel. In addition, it must also be supported by adequate facilities and infrastructure. To form human beings in accordance with national development goals, which essentially aim to improve the quality of human beings and all advanced and modern Indonesian people based on Pancasila, a qualified educator is needed.

The teacher is one of the crucial components for the implementation of the education process. The existence of the teacher is the main actor as a facilitator of the implementation of the student learning process. Therefore professionalism is very influential in realizing the national education program. The teacher must have sufficient quality, because the teacher is one of the micro components of the education system that is very strategic and plays a very important role in the school education process. According to the RI Law. No. 20 of 2003 concerning National Education System CHAPTER XI article 39, stated that:

1. Education Personnel are tasked with carrying out administration, managers, developers, supervisors, and technical services to support the process education in education units.
2. Educators are professionals who are tasked with planning and implementing the learning process, assessing learning outcomes, conducting guidance and training, as well as conducting research and community service, especially for educators in universities.

Teacher performance is mostly related to the low quality of education. Teachers as social beings also need other needs to work well. Internal factors are factors within the teacher itself, including work motivation and teacher competence. External factors, among others, the environment, both the family environment and the work environment. Work environment, among others, the relationship of fellow teachers, principals, school committees and all school stakeholders. When observed in the field, teachers have shown maximum performance in carrying out their duties and functions as educators, instructors and trainers, but there are still some teachers who have not shown good performance which will certainly affect the performance of teachers in a macro.

According to Sedarmayanti in Supardi (2013: 19), factors that influence performance include, "(1) mental attitude (work motivation, work discipline, work ethics), (2) education, (3) skills, (4) leadership management, (5) income level, (6) salary and health, (7) social security, (8) work climate, (9) infrastructure suggestions, (10) technology, and (11) opportunities for

achievement. The performance of teachers through the implementation of their duties as educators, instructors, and coaches of their students is expected to contribute meaningfully to the achievement of the educational goals that have been set. However, one's performance is much influenced by several factors. In this regard, Gibson in Yamin (2010) is more comprehensive

RESEARCH METHOD

Type of Research
The research that will be carried out is the type of Descriptive Research. This type of research is research that intends to make a systematic, factual, and accurate presentation of the facts and characteristics of a particular population.

Place and Time of Research
This research was conducted at Yadika Pringsewu Vocational High School which will be held in January 2018 until February 2018.

Population and Retrieval Techniques Sample
 a. Population
   Sugiyono (2002:57) argues regarding population and sample, that: Population is a generalization area which consists of objects / subjects that have certain quantity and characteristics determined by the researcher, to be studied and drawn conclusions.While the sample is part of the number and characteristics possessed by the population. Based on preliminary observations, there were 43 teachers of Yadika High School

b. Sampling technique
   For sampling, the Total Sampling technique is used where the entire population can be sampled.

Data Collection Methods
The method or method of data collection in this study is carried out in the following ways:
a. Primary Data, namely data collected and obtained from Yadika Pringsewu Vocational School. This method is a direct field research on the object of research by taking steps:
   ☐ Observation, namely direct observation on the object of research.
   ☐ Interview, which is conducting an interview with the teaching staff who are the object of research.
   ☐ Questionnaire, which asks several questions in writing with the alternative answers proposed.

b. Secondary data, namely supporting data obtained by collecting data sources, both from literature, magazines, books that are related to this research.

Definition of Variable Operations and Research Instruments

A. Definition of Variable Operations

Operational research variables are arranged to facilitate the steps in capturing and collecting data collected from respondents in accordance with the theories, concepts, propositions and assumptions of the specified research variables.

1. Work Discipline (X1)

   Work discipline is a person's ability to regularly, diligently, continuously, and work in accordance with the rules that apply by not violating the rules that have been established

2. Pedagogic Competence (X2)

   Pedagogic Competence is basically the ability of teachers to manage student learning

3. Teacher Performance (Y)

   Performance is an activity carried out to carry out tasks and responsibilities in accordance with the expectations and goals that have been set.

B. Research Instruments

1. Instrument of Work Discipline (X1) as follows:
   a. Always present on time
   b. Always prioritize attendance
   c. Always adhere to working hours
   d. Always prioritize efficient working hours
   e. Having work skills in the field of work
   f. Have high morale
   g. Have a good attitude
   h. Always creative and innovative in work

2. Pedagogic Competency Instrument (X2) as follows:
   a. Understanding insight
   b. Understanding of students
   c. Curriculum / syllabus development
   d. Designing learning
   e. Implementation of learning
   f. Evaluate learning outcomes
   g. Development of students

2. Performance (Y) as follows:
   a. Quality of work
   b. Promptness
   c. Initiative

d. Capability
e. Communication

Analysis of Analysis Requirements
   Validity Test
   Validity test is used to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the statement (indicator) in the questionnaire is able to reveal something that will be measured by the questionnaire, which measures the construct or variable examined by the researcher.

   Validity test is done by comparing the calculated r value (for each question item can be seen in the corrected item-total correlations column), with r table looking for degree of freedom (df) = N - k, in this case N is the number of samples, and k is the number of independent research variables. If r counts> r table, and is positive, then the statement (indicator) is said to be valid. Validity Test used the Product Moment correlation formula as follows.
   Reliability Test
   Reliability shows in an understanding that a measuring instrument is trusted enough to be used as a data collection tool, because the tool is good. In this study internal reliability techniques with alpha coefficient formula are used, according to Arikunto (2006: 196), the Cronbach Alpha formula used for test reliability is:

Information :
r11 = instrument reliability
k = number of questions
 = number of item / item variants
= total variance (Arikunto, 2002: 193)

FINDINGS AND DISCUSSION

Research Results
General Description of SMK Yadika Pagelaran
Yadika Pagelaran Vocational School is a national school located on Jalan Raya Gumuk Mas, Pagelaran District, Pringsewu Regency. Yadika Pagelaran Vocational School which has a vision to be an integrated vocational education and training institution based on imtaq and noble character, excellent in science and technology, environmentally sound, forms an independent character and national standard has four prestigious departments namely hospitality accommodation majors, pharmacy majors, banking majors and majors broadcasting.

A. Purpose

Yadika Pagelaran Vocational School which has the aim of providing quality education and training, empowering all the potential in Yadika Pagoda performances effectively and efficiently, giving directions and targets to be achieved in schools, building reliable organizations and management and providing facilities in accordance with work standards now it is progressing and developing. Thanks to the trust of parents of students of the high school students in Yogyakarta the show continues to improve professionalism and achievement.

B. Vision and Mission of SMK Yadika Pagelaran

Vision

School Vision (SMK Yadika Pagelaran) To be an integrated vocational education and training institution based on imtaq and noble character, superior in science and technology, environmentally sound, forming an independent and national standard character.

School Mission (SMK Yadika Pagelaran)

1. Develop the potential of students to have intelligence, skills and competencies that are based on Imtaq and noble character.
2. Improve the competence of professional educators.
3. Become an example in acting and acting.
4. Implement learning effectively, actively and innovatively.
5. Making schools that are insightful
6. Increase competitiveness of graduate competencies.
7. Placing the expected graduates
8. Maintain and preserve the environment.
9. Embed the entrepreneurial spirit / entrepreneur.
10. Implement national standard school management

Description of Respondents

Description of the data presented in this section includes variables of work discipline, pedagogic competence and teacher performance

Based on the results of the above calculations, it is known that the data descriptions of each research variable are as follows:

A. Description of Performance Variable Data

Based on the descriptive table of the above performance variables, of the twenty question items obtained by the average number of values (mean) of 78.00, this means that the teacher performance variables fall into the very good category with a total median value of 89.00, while for the value minimum of 71 and the maximum total value is equal to 96 with a difference in the maximum and minimum value (range) of 25. The

standard deviation value (value of data distribution) is 6.443.

B. Description of Variable Data on Work Discipline
Based on the descriptive table of work discipline variables, from the twenty question items obtained the value of the average number (mean) of 88.33, this means that the variables of work discipline belong to the very good category with a total median value of 91.00 while for the total a minimum value of 73 and the maximum total value of 96 with a maximum and minimum value difference of 23. The standard deviation value (data distribution value) is 6,718.

C. Description of Variable Data on Pedagogic Competence
Based on the descriptive table of Pedagogic competencies above, of the two 20 (twenty question items), the average number (mean) was 86.98 which means that the pedagogic competence variable was in the very good category with a total median value of 89 , 00 Whereas for the total minimum value of 69 and the total maximum value is equal to 96 with a difference in the maximum and minimum value (range) of 27. In the pedagogic competency variable obtained the standard deviation value (value of data dissemination) of 6.957.

Hypothesis Test
A. Multiple Linear Regression Test Results
Multiple linear regression analysis aims to determine the effect of independent variables on the dependent variable. The independent variables in this study are teacher performance, pedagogic competence and work discipline. Based on statistical tests, the following results are obtained: constant value or coefficient constant of 17.253. This value means that if there are not all independent variables namely work discipline (X1) and pedagogic competence (X2) is 17253, while the work discipline variable coefficient value is 0.456 and the pedagogic competence variable is 0.347. Based on these values, a multiple linear regression analysis equation model is formed as follows:
Y (performance) = 17.253 + 0.456 (work discipline) + 0.347 (pedagogy competence)

The regression coefficient of work discipline (X1) is equal to 0.456, meaning that every increase in 1 value in the variable work discipline will improve teacher performance by 0.456. The regression coefficient of pedagogic competence (X2) is 0.347, meaning that every increase in 1 value in the pedagogical competence variable will improve teacher performance by 0.347.

B. Hypothesis of the influence of work discipline towards teacher performance

The first hypothesis reads "work discipline has a positive and significant effect on teacher performance".

t test obtained t count of 3.731 and t table on n = 43 and α = 0.05 obtained t table = 1.681 and significance level of 0.00, thus t count> t table or 3.731> 1.681 and significance level of 0.000 < 0.05 then Ho is rejected and Ha is accepted. This means that work discipline has a contribution and has a significant effect on teacher performance.

D. Hypothesis The influence of discipline work and pedagogic competence towards Teacher's work

This hypothesis aims to examine or determine the effect of all independent variables on the dependent variable. To find out whether the independent variables together have an influence on the dependent variable. The calculated F value is 12,963 which is greater than f table of 2.82. Significant value of 0.000 smaller than 0.05 indicates that work discipline and pedagogic competence together have a positive and significant effect on teacher performance.

E. Determination (R2)

Based on the table above shows the value of the R square coefficient is 0.393. This means that the influence of work discipline variables, and pedagogic competence on teacher performance is 39.3%. This acquisition shows that work discipline, and pedagogic competence has an influence on teacher performance by 39.3% and the remaining 60.7% is influenced by other factors not examined such as motivation, work environment, compensation and so forth.

Discussion
Effect of Work Discipline on Teacher Performance

Discipline is an orderly condition, when people who are members of a system are subject to existing regulations with pleasure (Mulyasa, 2009: 191). Discipline as a condition that is created and formed through a process of a series of behaviors that show values of obedience, obedience, order or discipline (Tulus, 2004: 31). Discipline in working is very important for teachers. Therefore, discipline must be implanted continuously with the teacher. Continuous planting causes the discipline to become a habit for the teacher. People who are successful in their respective fields generally have high discipline. Conversely people who fail, generally not disciplined. Indeed the problem of discipline is a concern for every human being. Discipline has a very important role in directing human life to achieve its goals and success in work, because without discipline, a person does not

have a standard about what is good and bad in his behavior. The low work discipline of teachers will lead to poor quality of education in schools. Discipline must be instilled in every individual, be it teachers or students. As educators, all the attitudes and behaviors that they do will certainly be seen and exemplified by their students. If a teacher has a disciplinary attitude, then it cannot be blamed if the student also follows the teacher's disciplined behavior.

Effect of Pedagogic Competence on Teacher Performance
Teacher performance is the result or manifestation of all efforts that are related to all kinds of tasks and obligations that must be carried out and perfected them in accordance with the responsibility in achieving the goals expected by the school. According to Mulyasa (2013) pedagogic competence is a set of abilities and skills related to teaching and learning interactions between teachers and students in a class of highly competent teachers are teachers who have more abilities than other teachers so that their existence is always needed by students. The ability of the teacher to work is reflected in the teacher's performance. Teachers who have good performance will be able to master the characteristics of students, master learning theory, facilitate students' potential, and communicate well.

The influence of work discipline and pedagogic competence onTeacher Performance
Teachers who have a good performance will indirectly increase and maximum performance, so that learning objectives can be achieved. It will also have a good impact on the school's vision and mission. Teachers who are highly disciplined in their work and have pedagogic competence in developing activities that educate will produce good performance in learning planning. Teachers who have pedagogic competence and discipline in work and master the characteristics of students and learning theory and can facilitate or as a liaison of potential and good communication, the teacher shows the performance that is responsible for the implementation of active and effective activities.

CONCLUSION
Based on the results of data analysis, the conclusions from this study are as follows:
1. There is a positive and significant influence on work discipline on the performance of Yadika Pagelaran Vocational Teachers
2. There is a positive and significant influence on pedagogic competence on the performance of Yadika Pagelaran Vocational Teachers
3. There is a positive and significant influence on work discipline, and

the competency of the strikers together on the performance of the teacher of Yadika Pagelaran Vocational School