

# Work Discipline and Teacher Performance in Junior High Schools: A Qualitative Study

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## ABSTRACT

The aims of this study are to find out and explain the influence of work discipline on the performance of teachers. The method used in this study is interviewing informants in high school. This research uses a qualitative approach, where the results of the research are written words. The results of this study that the level of work discipline in fairly good condition, so that the effect on the performance of teachers is also sufficient based on the standards set.

**Keywords:** work discipline, performance, teacher

## 1. INTRODUCTION

Human resource management is an effort to move, regulate, and manage an institution or organization in order to achieve the goals of the organization. With great human resources, the activities in the organization run smoothly according to their respective roles and activities to achieve goals—a school is a place that has an important role in improving the quality of human resources. Schools can be said to be successful or not because of the role of educators.

Based on Law Number 14 of 2005 concerning Teachers and Lecturers, it is stated that teachers are professional educators with the main task of educating, teaching, guiding, directing, training, assessing, and evaluating students in formal early childhood education, primary education, and secondary education [1]. The more developed the world, educators must continue to be able to develop themselves in accordance with current developments [1], [2]. This is so that educators can master creative learning. A professional teacher is an educator who is able to prioritize the quality and quality of education.

A teacher must have set rules to obey. One of them is a work discipline. If someone has a good level of discipline, then life has a purpose. Discipline is an attitude to comply with and obey all the rules of an organization or educational institution in carrying out the

specified work to achieve the expected goals [3], [4]. Meanwhile, work discipline can be interpreted as a form of obedience to one's behavior in complying with certain rules and regulations that are related to work [5]. Work discipline is an attitude of obedience, obedience, and loyalty of a person to written or unwritten rules, which are reflected in the attitude of behavior and actions in an organization [6]–[8].

In addition, according to Hasibuan, discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. It can be concluded that work discipline is the attitude of an employee in obeying the rules and norms that apply around him [3], [9]. Good work discipline will reflect the great responsibility of an educator for the tasks or work assigned to him. This can motivate oneself to work morale so that it leads to the output of their work and can uphold the good name of the school and increase public confidence in the quality of the school.

Teacher performance still really needs to be considered. One of the indicators that cause it is the level of discipline in work and mastery of learning material that is not optimal. Things like this affect the quality, quality, and performance of teachers who have not met the existing standards. Performance has a general meaning. Performance is a work result achieved by an employee or worker in the field he is working on based on applicable criteria and evaluated by a certain person

[10]. A person needs to have a good performance to be able to produce maximum work. High performance can come from personality, knowledge of a job, level of discipline, honesty.

## 2. METHOD

This research uses a qualitative approach. The qualitative approach is the result of descriptive research in the form of written words. To obtain and analyze information data at Salahuddin Senior High School, the data obtained in this study are primary data. Primary data itself is data from an individual first party in the form of results from interviews. In this study, primary data can be obtained from the results of interviews with the vice-principal of Salahuddin Senior High School.

This research was conducted on Tuesday, Apr 16, 2019 at Shalahuddin Senior High School, Malang City, East Java, Indonesia. The subject of the research is the vice-principal of the school, and the object in this study is work discipline on teacher performance. The techniques or methods used in data collection include interviews and literature studies.

Interviewing is a dialogue activity carried out between interviewers to obtain information and interviewees. Before conducting this research, the researcher confirmed first to the school if it had received approval. Furthermore, researchers interact by establishing good relationships and providing an overview of the things to be researched or asked to the sources in order to obtain information that is in accordance with the theme to be discussed. Then, draw conclusions.

## 3. RESULT

### 3.1. Work Discipline

The results of research through interviews with informants regarding the effect of work discipline on teacher performance. Work discipline is to familiarize oneself in accordance with applicable rules. Factors affecting work discipline include the following: (a) role models of school principals or leaders; (b) supervision and attention is given by the principal; (c) teachers' attitudes towards their work; (d) employee social relations. Matters included in work discipline at Salahuddin High School, including: (1) time discipline; (2) discipline of action or action; and (3) discipline in a dress.

If they broke the rules all over the place, all those people must be breaking the rules. At Salahuddin Senior High School, if there are offenders who make mistakes, their nature is tolerable, they are usually given a warning, they are called to ask why they are late. There is such a thing as a violation, but the frequency is less or not done frequently / every day. For example, a teacher who came

to school late was asked what the reason for being late was. There are no serious violations committed by employees at the Salahuddin High School, usually only in the form of reasons for late attendance. Usually, teachers who are late have already contacted the principal that they are late because there are still needs at home, relatives come to the house, or their children are sick.

The way to improve discipline is through these existing rules. If they are not orderly according to the rules, then they will be reprimanded or reminded. In addition, the principal, as the leader, must remind and give a warning if there is an error made by the teacher. Discipline must be upheld above all because this is a matter of regulating oneself in order to become a superior person. At Salahuddin Senior High School, conditions in the discipline level of work have met the predetermined standards. Because there are no employees or teachers who have committed serious or fatal violations against the school environment. Only in work discipline are reasons for late attendance.

### 3.2. Performance

Teacher performance is a teacher's success in accordance with the abilities they have in educating and teaching students. Matters that can affect the performance of teachers at Salahuddin Senior High School include: (1) the aspect of the ability, if the teacher has good qualifications, it will produce good quality; (2) in terms of strength in improvising; (3) aspects of the organization. Performance criteria can be seen from discipline, quality in teaching, teamwork, organization. If there is a decline in teacher performance, what the school will do to improve it is by frequently including workshops and MGMP, with these activities upgrading their knowledge. Because with a workshop that is similar to its field. The impact of decreased teacher performance for schools is that students in their performance decline [11]–[13]. Suppose the teacher starts to decline the quality of his teaching. Teachers must care about the psychology of students, must always pay attention, not be indifferent to students [14]–[16].

The condition of teacher performance at Salahuddin Senior High School is quite good, but not very good. It is said to be quite good because the teachers here can convey the competencies of subjects that have been well outlined by the curriculum. In the exam has met the predetermined KKM. For the last few years, no students have taken part in the O2SN competition, if in the past there were those who participated in competitions up to the national level. It means that the teacher's performance is more than the standard. The average performance here is good.

One of the components in measuring teacher performance is this work discipline. If the teacher is disciplined, the teacher's performance factor has been

met. After work discipline, the teacher's ability to see the quality of work in teaching. If the teacher from the main factor of discipline has not been fulfilled, their performance is definitely not good.

## 4. DISCUSSION

### 4.1. Work Discipline

Work discipline is a person's attitude in accustoming himself to obeying the rules that apply in his environment. Work discipline is an attitude of obedience, obedience and loyalty of a person to written or unwritten rules, which are reflected in the attitude of behavior and actions in an organization [4], [17]. When an educator or teacher has a good level of discipline, it will have a positive impact so that the goals to be achieved will be realized. Conversely, if the teaching staff is still low in discipline, it will interfere with the process of achieving the desired goals.

Based on the research results described above, work discipline is very important. Because someone who is not disciplined will affect the results of their performance. Factors affecting work discipline include the following: (a) role models of school principals or leaders; (b) supervision and attention is given by the principal; (c) teachers' attitudes towards their work; (d) employee social relations. Matters included in work discipline at Salahuddin Senior High School, including (1) time discipline; (2) discipline of action or action; and (3) discipline in the dress.

### 4.2. Performance

Teacher performance is a teacher's success in accordance with the abilities they have in educating and teaching students. Performance is a work result achieved by an employee or worker in the field he is working on based on applicable criteria and evaluated by a certain person [8], [18].

Based on the results of research that has been done, that performance will affect the results of the output carried out by the teacher. The output here is the achievement of the students. So, if work discipline has been carried out properly, the teacher's performance will be good. However, if the work discipline does not work in accordance with the prevailing norms and regulations, then the result of the performance is not good.

## 5. CONCLUSION

The results of the research obtained from observations and interviews at Saladin High School were as follows: when viewed from the conditions of work discipline, in this school it was according to predetermined standards. Because, there are no employees or teachers who have committed serious or

fatal violations against the school environment. Only in work discipline are reasons for late attendance.

The condition of teacher performance at Salahuddin Senior High School is quite good, but not very good. It is said to be quite good because the teachers here can convey the competencies of subjects that have been well outlined by the curriculum. in the exam has met the predetermined KKM. For the last few years, no students have taken part in the O2SN competition, if in the past there were those who participated in competitions up to the national level. This means that the teacher's performance is more than the standard, the average performance here is good. One of the components in measuring teacher performance is this work discipline. So, if the teacher is disciplined, the teacher performance factor has been met. After work discipline, the teacher's ability to see the quality of work in teaching. If the teacher from the main factor of discipline has not been fulfilled, their performance is definitely not good.

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